

THE LABOUR GAZETTE

APRIL 1953
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Labour Organizations
Present Annual Briefs
to Federal Cabinet

Wage Changes in 1952

Accident Prevention
Facilities in Manufacturing

Wages, Hours and
Working Conditions in
Meat Products Industry



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manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

DURING the greater part of March, the general pattern of employment did not change significantly from that of the preceding two months. Logging employment continued to decrease in Eastern Canada as most camps terminated their season's operations; construction employment had already reached a low ebb in most regions. On the other hand, industrial employment continued to hold firm during the month at levels considerably higher than last year.

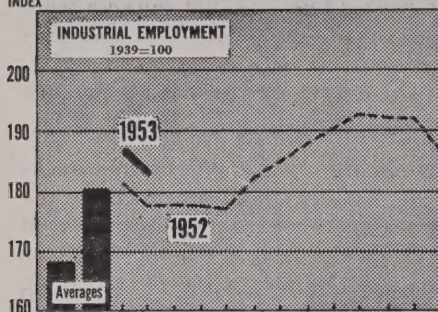
As the month progressed, however, it became apparent that for Canada as a whole the seasonal low point for employment opportunities had been reached and that in succeeding weeks a general improvement in the employment situation could be expected. By the first of April about 67 per cent of all paid workers were located in labour surplus areas, compared with 75 per cent in the previous month and 87 per cent in early April last year. This change can be largely attributed to the early opening of navigation and the gradual seasonal rise in construction activity.

The monthly Labour Force Survey, which provides an overall picture of current manpower utilization patterns, estimates that for the week ending March 21, 1953, there were 5,192,000 persons in the civilian labour force, a decrease of 2,000 from the figure reported for the week ending February 21. Of this total, 4,534,000 were at work for 35 hours or more during the week, an increase of 16,000 from February 21; 325,000 were at work for fewer than 35 hours, an increase of 4,000 from the previous month; 161,000 had jobs but were not at work, a decrease of 15,000; and 172,000 were without jobs and seeking work, a decrease of 7,000.

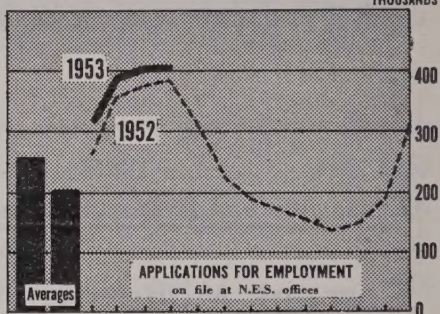
Of the 325,000 persons working fewer than 35 hours during the week, about 195,000 were reported as usually working part-time. Of the remaining 130,000, about 31,000 were employed on a short-time basis; 40,000 were away because of illness and 17,000 because of bad weather; the remainder were not at work for various reasons, including temporary lay-offs, vacations or industrial disputes. These proportions were not

CURRENT LABOUR TRENDS

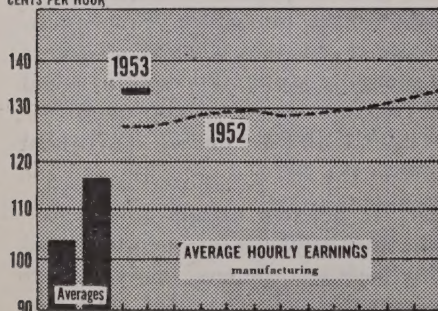
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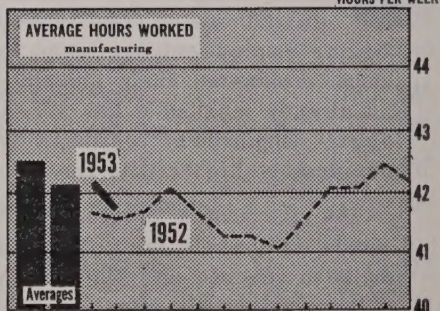
THOUSANDS



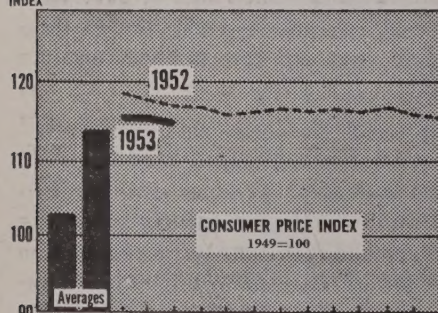
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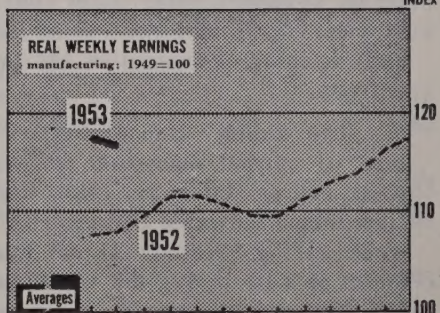
HOURS PER WEEK



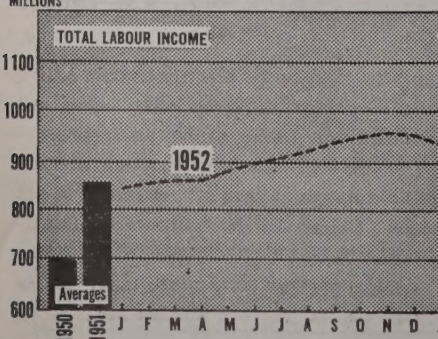
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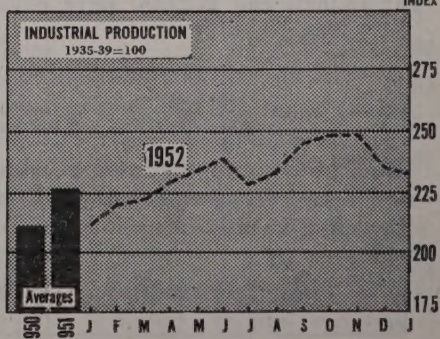
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MILLIONS



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markedly different from those of the previous month.

Of the 161,000 persons estimated to have jobs but not working at all during the survey week, 82,000 persons were idle because of illness, the most important reason for absence from work. About 39,000 workers were laid off for the full week and 15,000 persons were on vacation. The only significant changes from the previous month were temporary lay-offs, which involved 13,000 fewer persons than in February, and absences due to illness, which involved 13,000 more.

It was estimated that 172,000 persons were without jobs and seeking work during the survey week. Another 12,000 worked part of the week but were also actively seeking other work, making a total of 184,000 persons actively seeking work during the week ending March 21. While the total was slightly less than for the week ending February 21 (193,000), the active labour force also contracted slightly, so that the ratio of this group to all paid workers in Canada (5 per cent) remained substantially the same.

Supplementary information with respect to regional patterns is available from data on registrations for employment, collected at local National Employment Service Offices. Between February 19 and March 19, 1953, the number of applications on file for all regions rose by about 6,000, bringing the total to about 408,000 at the latter date. The increase during the previous month was 17,000.

The largest increase took place in the Quebec region, where the number of applications increased by nearly 12 per cent, bringing the regional total to 149,800. The total in the Prairie region (55,300) also increased slightly while in the Atlantic region (60,300) it remained about the same. These three regional totals were all markedly higher than last year. On the other hand, the number of applications in the Ontario region (92,400) decreased by nearly 5 per cent during the month and the total was more than 16 per cent lower than at the same time last year. The number in the Pacific region (49,900) declined by more than 11 per cent during the month but was still somewhat higher than last year.

Unusually mild weather has been an important factor affecting employment during most of the winter. March was no exception, since the continuation of favourable weather conditions permitted the resumption of activity in many parts of Canada in such seasonal activities as construction, shipping and farming. Construction, in particular, began to reduce surplus labour supplies in the latter part of March and it is already apparent that the demand for construction workers may exceed local supplies in some areas during the months to come.

While seasonal activities of the kind noted above are now increasing as weather permits, heavy industry continues to provide many new job opportunities. By February 1, 1953, industries manufacturing transportation equipment, for example, were operating at employment levels more than 20 per cent higher than a year earlier, having increased their staffs by more than three per cent during January. Employment in manufacturing industries as a whole increased by 0.7 per cent during the month; the year-to-year increase was nearly seven per cent. The index of industrial production shows year-to-year gains of even greater magnitude.

Labour—Management Relations

AT mid-April, major developments occurred in collective bargaining which are expected to be significant in the 1953 industrial relations picture. Although comparatively few settlements had been reached in larger establishments, important negotiations were in progress in a number of industries, including coal mining, gold and base metal mining, water transportation and electrical goods manufacturing. A few building trades agreements have been signed but most of them are either in the negotiation or conciliation stages or are about to be bargained. Bargaining in the important West Coast logging and lumbering industry is expected to begin shortly.

Current Negotiations. In the coal-mining industry, both in the Maritimes and in the West, negotiations have been proceeding for some time between the United Mine Workers of America (CCL) and the operators. In both regions, conciliation assistance was given. Substantial wage increases requested by the miners, who number about 20,000, were rejected by the companies.

The United Steelworkers of America (CIO-CCL) is engaged in bargaining with several large gold and base metal mines in Northern Ontario and Quebec. The main issues appear to be wage increases and union security. In British Columbia, the International Union of Mine, Mill and Smelter Workers (independent), has begun bargaining in a few mines; negotiations are about to begin in others.

Several water transportation disputes are still undergoing conciliation. The most important of these disputes involves the Seafarers' International Union (AFL-TLC) and shipping companies on the West Coast, the Shipping Federation of Canada on the East Coast, and four of the major companies operating on the Great Lakes; the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) and the Canadian National Newfoundland Steamship Service.

Little progress was reported in negotiations between the United Electrical, Radio and Machine Workers (independent) and the Canadian Westinghouse Co., Limited, in Hamilton and Canadian General Electric Company, Limited, covering its Toronto and Peterborough plants. At Peterborough, however, The International Union of Electrical, Radio and Machine Workers (CIO-CCL) has applied for certification to displace the United Electrical Radio and Machine Workers (independent). The IUE is also negotiating with the Phillips Electrical Works, Limited, Brockville.

Most of the building trades agreements signed so far have been relatively small ones between individual unions and various builders' exchanges. In Winnipeg, however, an agreement between 11 AFL-TLC building trades unions and the Winnipeg Building Trades Council provides a 10-cent hourly increase, effective May 1. Ordinarily, the various construction craft unions bargain separately with the employer groups but in Winnipeg the various unions joined together for bargaining purposes. In other building trades bargaining now in progress elsewhere in the country, the main demand is for wage increases.

The master agreement between West Coast logging and lumbering operators and the International Woodworkers of America (CIO-CCL) expires on June 14. Bargaining over a new agreement, involving more than 30,000 workers, was expected to begin during April.

A conciliation officer was appointed in a dispute involving more than 1,500 employees at the Polymer Corporation, Sarnia, represented by United Gas, Coke and Chemical Workers (CIO).

Strikes and Lockouts. A strike of 1,600 grain elevator workers at the Lakehead, represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC), was averted following a conciliation conference in Ottawa early in April. The dispute arose over the application of the five-day week and, following a strike vote, the union had threatened to call the strike beginning April 6.

The strike of 275 elevator employees at five storage elevators on the West Coast, which began February 16, was still in progress at the time of writing. The demands of the union, the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (CIO-CCL), are for increased wages, dust premiums, the inclusion of schedules of job classifications in the collective agreement and pay for eight statutory holidays instead of six.

For the first three months of 1953, preliminary figures show 38 work stoppages, involving only about 9,000 workers with a time-loss of 88,000 man-working days.

Preliminary Index of Wage Rates. Wage rates increased by 8.1 per cent during the 12-month period preceding October 1, 1952, according to the annual survey of employers conducted by the Economics and Research Branch. The index rose from 243.6 at October, 1951, to 263.3 at the same date in 1952 (1939=100). The increase in the preceding year was 12.8 per cent.

The six major industrial groups used to compile the general average all showed substantial gains but in only two of the groups, logging and service, were the increases higher than in the previous year.

The largest increase, 19.3 per cent, was in the logging industry, reflecting gains of 25 per cent in Eastern Canada and 3 per cent on the Pacific Coast. (The Eastern Canada figure is as of February, 1952, whereas the Pacific Coast figure is as of October). More modest gains were registered in the other four groups, ranging from 6.5 per cent in manufacturing to 10.3 per cent in transportation and communication.

Indexes of Wage Rates for Six Major Industrial Groups in Recent Years (1939=100)

Industry	1945	1949	1951	1952	Per Cent Increase 1951-1952
Logging	153.3	216.2	246.2	293.8	19.3
Mining	136.5	187.6	220.4	238.7	8.3
Manufacturing	146.5	217.9	261.6	278.7	6.5
Construction	131.1	184.2	217.2	235.1	8.2
Transportation and Communication..	128.8	175.9	212.4	234.2	10.3
Service.....	135.4	195.0	222.0	239.6	7.9
General Average.....	141.8	204.6	243.6	263.3	8.1

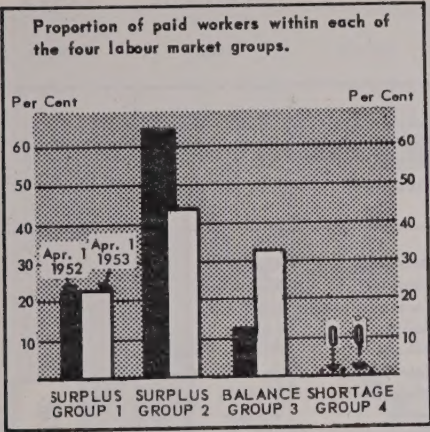
Current Labour Statistics

(Latest available statistics as of April 10, 1953)

Principal Items	Date	Amount	Percentage Change	
			From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Mar. 21	5,192,000	—	—
Persons with jobs (a).....	Mar. 21	5,020,000	+ 0.1	—
Persons without jobs & seeking work (a).....	Mar. 21	172,000	— 3.9	—
<i>Registered for work, NES (b)</i>				
Atlantic.....	Mar. 19	60,283	— 0.7	+17.1
Quebec	Mar. 19	149,782	+11.9	+16.9
Ontario.....	Mar. 19	92,416	— 4.5	—16.5
Prairie	Mar. 19	55,326	+ 1.9	+12.2
Pacific	Mar. 19	49,935	—11.1	+16.8
Total, all regions	Mar. 19	407,742	+ 1.5	+ 6.7
<i>Ordinary claims for Unemployment</i>				
Insurance benefit.....	Mar. 1	308,757	— 1.5	+11.7
Amount of benefit payments.....	February	\$18,505,590	+ 5.7	+30.7
Index of employment (1939=100)	Feb. 1	182.6	— 2.4	+ 2.7
Immigration	January	5,627	—24.6	—
<i>Industrial Relations</i>				
Strikes and lockouts—days lost	March	33,018	—	—52.3(c)
No. of workers involved	March	5,450	—	—55.9(c)
No. of strikes	March	21	—	— 7.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Feb. 1	\$56.54	+ 5.1	+ 6.3
Average hourly earnings (mfg.)	Feb. 1	\$1.34	+ 0.1	+ 5.5
Average hours worked per week (mfg.)	Feb. 1	41.8	— 1.0	+ 0.5
Average weekly earnings (mfg.).....	Feb. 1	\$56.05	— 0.9	+ 6.0
Cost-of-living index (av. 1935-39=100).....	Mar. 1	184.2	— 0.4	— 2.6
Consumer price index (av. 1949=100).....	Mar. 1	114.8	— 0.6	— 1.8
Real weekly earnings (mfg. av. 1949=100)	Feb. 1	116.4	— 0.7	+ 8.0
Total labour income	January	931	— 2.8	+10.0
<i>Industrial Production</i>				
Total (Average 1935=100).....	January	232.6	— 1.2	+ 9.7
Manufacturing	January	245.3	— 1.3	+ 9.5
Durables.....	January	312.7	+ 2.7	+15.7
Non-Durables	January	202.1	— 5.0	+ 3.8

- (a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.
- (b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.
- (c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Manpower Situation in Local Areas



BY the first of April the usual seasonal increase in employment in Canada was in progress. This was reflected by a change in the situation in seven areas from one of labour surplus to one of approximate balance between labour supply and demand. At April 1, the labour market was in balance in 30 areas, compared with 23 at the beginning of March. The number of areas in the Group 2 labour surplus category dropped from 56 to 49 during the month; the number in the Group 1 category remained unchanged at 36.

Compared with last year, more areas were in approximate balance between labour supply and demand (see table below). Moreover, because the increase in the number of these areas occurred mainly in the more heavily populated industrialized areas, the number of workers involved in the change was proportionately greater. Thus, while the number of areas in the balanced category rose from 25 to 30, the percentage of paid workers in this category increased from 13 to 33. Similarly, although there were three more areas this year in the Group 1 surplus category, the percentage of paid workers in this category was the same as a year earlier.

Most of the balanced labour markets (29 out of 30) are located in the Ontario and Prairie regions. In Ontario, the higher winter level of manufacturing and construction activity this year was accompanied by an earlier resumption of spring construction and farm work. Six of the seven additions to the balanced labour market category during March occurred in this region. On the other hand, the lower level of logging operations this year resulted in more and larger labour surpluses in the minor areas of the Quebec and Atlantic regions. Altogether, 13 of the 21 minor areas in the Group 1 labour surplus category are centres in which logging is a major activity during the winter.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Apr. 1 1953	Apr. 1 1952	Apr. 1 1953	Apr. 1 1952	Apr. 1 1953	Apr. 1 1952	Apr. 1 1953	Apr. 1 1952
Metropolitan	3	3	4	6	3	1	—	—
Major Industrial	8	9	15	18	8	4	—	—
Major Agricultural	4	3	7	9	6	5	—	—
Minor	21	18	23	24	13	15	—	—
Total	36	33	49	57	30	25	—	—

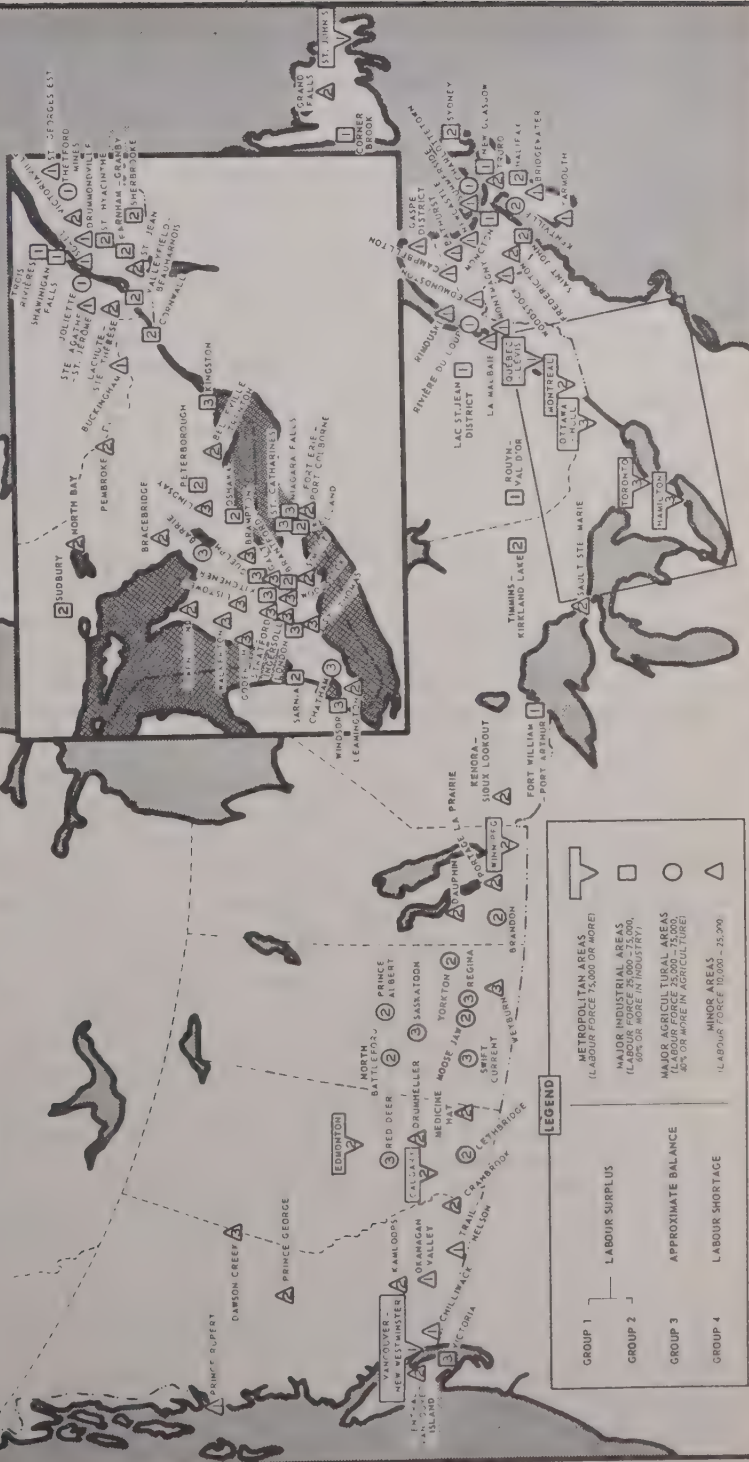
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, APRIL 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec—Levis St. John's Vancouver—New Westminster	Calgary Edmonton Montreal Winnipeg	Ottawa—Hull Hamilton Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000—75,000; 60 per cent or more in non-agricultural industry)	Corner Brook Fort William— Port Arthur Lac St. Jean Moncton New Glasgow Rouyn—Val d'Or Shawinigan Falls Trois Rivières	Brantford Cornwall Farnham—Granby Halifax Oshawa Peterborough Saint John Sarnia Sherbrooke St. Hyacinthe Sudbury Sydney Timmins— Kirkland Lake Valleyfield— Beauharnois Welland	Guelph Kingston Kitchener London Niagara Falls St. Catharines Victoria Windsor	
MAJOR AGRICULTURAL AREAS (labour force 25,000—75,000; 40 per cent or more in agriculture)	Charlottetown Joliette Rivière du Loup Thetford Mines	Brandon Kentville Lethbridge Moose Jaw North Battleford Prince Albert Yorkton	Barrie Chatham, Ont. Red Deer Regina Saskatoon Swift Current	
MINOR AREAS (labour force 10,000—25,000)	Bathurst Bridgewater Buckingham Campbellton Chilliwack Drummondville Edmundston Gaspé La Malbaie Montmagny Newcastle Okanagan Valley Prince Rupert Rimouski Sorel Ste. Agathe— St. Jérôme St. Georges Est Summerside Trail—Nelson Woodstock, N.B. Yarmouth	Belleville— Trenton Bracebridge Central Vancouver Island Cranbrook Dauphin Drumheller Fort Erie— Port Colborne Fredericton Grand Falls Kamloops Kenora—Sioux Lookout Lachute— Ste. Thérèse Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie Prince George Sault Ste. Marie Simcoe St. Jean Truro Victoriaville	Brampton Dawson Creek Galt Goderich Ingersoll Leamington Lindsay Listowel Stratford St. Thomas Walkerton Weyburn Woodstock, Ont.	

CANADIAN LABOUR MARKET AREAS

April 1, 1953



ATLANTIC

The number of persons with jobs in the Atlantic region again fell slightly during March. Both full-time and part-time workers were affected. At April 1, persons with jobs numbered 452,000 compared with 462,000 at the beginning of March. Workers were still being released from New Brunswick lumber camps during March and construction employment throughout the region remained almost unchanged from the levels of the earlier winter months, which were lower than those of the corresponding period in the previous year. By the end of the month, however, hiring had begun for defence and northern resource developments and some increases in employment had occurred at local construction sites.

Employment was higher this winter than last in the shipbuilding, food-processing and iron and steel industries in Nova Scotia and in the sawmills in New Brunswick, but logging activity was much reduced. Employment in most areas of New Brunswick, therefore, was lower in March than at the same time last year. A similar decline occurred in all but a few industrialized areas of Nova Scotia. Employment levels in Newfoundland were approximately the same as a year ago. For the region as a whole, employment levels were slightly lower than last year.

As in February, labour surpluses were reported in all areas in the Atlantic region during March. Of the 20 areas in the region, 13 were in the Group 1 surplus category. The remaining seven were in the Group 2 surplus category and represented 46 per cent of all paid workers in the region. At the same time last year, one area was in the balanced labour market category, eight in the Group 2 and eleven in the Group 1 surplus categories.

Metropolitan and Major Industrial Areas. Heavy labour surpluses continued in St. John's during March as industry generally awaited the quickening of activity in the spring. Logging employment improved slightly during the month as a heavy snowfall and frost provided suitable weather conditions for hauling operations. In the fishing industry, preparations were being made for the annual voyage to the Grand Banks.

Although labour surpluses declined slightly in four of the six major industrial areas during March, three remained in the Group 2 and three in the Group 1 surplus categories, as in the previous month. Employment was higher than last year in manufacturing industries in Halifax, where shipbuilding and fish-processing plants were most active. Shipping and waterfront activity, however, showed a considerable year-to-year decrease. Fish-processing plants in New Glasgow were slack and short-time operations were reported in some of the coal mines in this area. Work on the Canso causeway in Cape Breton will be increasing shortly as the contract for the construction of the lock has been awarded.

Major Agricultural and Minor Areas. Many farmers returned from work in the woods during March and most rural areas indicated a slight increase in labour surpluses during the month. Kentville, Grand Falls, Truro and Fredericton were classified in the Group 2 surplus category while the remaining nine areas were in the Group 1 surplus category. This was an increase of one area in the Group 1 category during the month.

QUEBEC

Full-time employment in all major industries, except logging, showed little change during March. The sharp reductions occurring in this industry, however, affected numerous workers, particularly in rural areas. The total number of persons with jobs dropped from 1,434,000 to 1,425,000 during the month and that of persons working 35 or more hours per week, from 1,318,000 to 1,306,000.

Although employment in logging and construction declined, compared with 1952, the total number of persons in the Quebec region with jobs was about 10,000 greater at April 1, 1953, than at the same time last year. Nine of the twelve leading manufacturing industries showed year-to-year increases and of these, the clothing, leather and transportation equipment industries recorded increases of 15 per cent or more. On the other hand, the primary textile, paper products and tobacco industries registered decreases in employment during the year.

The manpower situation in the province of Quebec showed little change from that prevailing in January and February, except for some minor areas where surpluses were larger. At April 1, 17 of the 25 areas in the region were in the Group 1 surplus category; the remaining eight were in the Group 2 category. These eight areas, however, represented 64 per cent of all paid workers in the region.

Metropolitan Areas. Although Montreal remained in the Group 2 surplus category during March, employment was gradually increasing. Workers laid off from various manufacturing industries at the beginning of the year were being recalled and skilled workers were being hired in the clothing, boot and shoe, aircraft and electrical appliances industries. A number of seamen were hired as a result of the unusually early opening of Great Lakes navigation.

No improvement occurred in the employment situation in Quebec City, however, the area remaining in the Group 1 surplus category. In spite of higher year-to-year employment levels in the boot and shoe, leather and clothing industries, labour surpluses were greater than at the same time last year mainly because of the large numbers of workers who came into the area seeking work.

Major Industrial Areas. Few new developments occurred in the employment situation in the major industrial areas in the Eastern Townships during March. Labour surpluses remained stable at a level generally lower than at the same time last year. In other industrial areas, however, loggers and construction workers were still being released during March. The Lac St. Jean, Rouyn-Val d'Or, Shawinigan Falls and Trois Rivières areas remained in the Group 1 category. In Lac St. Jean and Rouyn-Val d'Or, labour surpluses were substantially higher than in the same period in 1952.

Major Agricultural and Minor Areas. Employment decreased further in the rural areas of Quebec during March. Logging activity drew to a close in most areas and was not expected to increase until the river drive got under way late in April or early in May. Heavy labour surpluses, exceeding last year's high level, were reported in almost all areas. Increased employment of seamen was reported in towns bordering the St. Lawrence, but fishing was not active and little hiring was taking place at Sept Isles or at the Bersimis hydro-electric power site.

ONTARIO

Employment in Ontario, which has been at higher levels this winter than a year ago, began its seasonal increase early in February, about two weeks earlier than last year. The month of March saw an increase in employment of 20,000, the number of persons with jobs having risen from 1,803,000 to 1,823,000.

Seasonal expansion in the fishing, construction, ship-repairing and shipping industries provided an increasing number of workers in the region with employment. Moreover, employment gradually increased in the meat-packing, boot and shoe, rubber, automobile, and pulp and paper manufacturing industries, while furniture, electrical goods, and most iron and steel manufacturing plants continued at capacity production. The demand for farm help has been strengthening in the central southern part of Ontario and farm operations will be underway in most other parts of the region as soon as the ground is dry. Although the early spring heightened employment activity in most of Ontario, the closure of logging camps increased the labour surplus in some of the logging areas.

During March, seven local labour market areas in Ontario moved into the Group 3 balanced category, one moved from the Group 1 to the Group 2 surplus category, while another moved from the balanced to a surplus category. By the beginning of April, there were 23 areas with approximately balanced labour markets compared with 13 a year earlier and 17 a month earlier.

Metropolitan Areas. Increased hirings in the construction industry reduced the labour surplus in Hamilton during March, bringing its labour market into approximate balance. All three of the metropolitan areas, therefore, had approximately balanced labour markets by April 1. However, the influx of woods workers into Hull and Maniwaki during the latter part of March temporarily increased job applicants in the Ottawa-Hull areas, but many of these are expected to be re-employed for the log drive in April. Qualified secretaries and stenographers, as well as engineers, machinists, and machine shop workers were still in short supply in Toronto and Ottawa-Hull.

Major Industrial Areas. Employment increased in most of the major industrial areas during March. Increased employment in the automobile industry in St. Catharines and Windsor and in abrasives and iron and steel manufacturing in Niagara Falls brought these areas into the balanced category during the month. The opening of the shipping season and increased construction activity reduced the labour surplus in Cornwall. Although surpluses increased somewhat in Timmins-Kirkland Lake and Sudbury when bush workers were released, both areas remained in the Group 2 surplus category.

Major Agricultural and Minor Areas. Labour surpluses disappeared in Chatham, Leamington and Walkerton as spring farming operations began in central southern Ontario. On the other hand, a surplus developed in Sault Ste. Marie as closure of the logging camps in the area resulted in an influx of workers into the district. At the beginning of April, 13 major agricultural and minor areas had approximately balanced labour markets compared with 11 the previous month.

PRAIRIE

Heavy snowfall over most of the Prairie region in the third week of March delayed the expected increase in activity and the employment situation showed little change. At the end of the month, workers with jobs numbered 902,000, the same total as a month earlier. Within this total, however, 12,000 workers changed from part to full time employment, reflecting the more continuous operations made possible by milder weather.

Demand for farm labour increased markedly throughout the region and early shortages are foreseen in parts of Saskatchewan and Alberta. These may be aggravated by the large volume of construction planned for the region. Contracts for residential, commercial, defence, pipeline and highway construction were all markedly higher than last year. The increase in employment in construction and agriculture, however, was offset by the completion of pulp-cutting in northwestern Ontario and by further lay-offs in the Alberta coal-mining industry.

Labour surpluses existed in most areas at the beginning of April, although the proportion of areas in the surplus categories in the Prairie region was small when compared with the corresponding figures for the Pacific, Quebec and Atlantic regions. At April 1, one area was in the Group 1 surplus category, fourteen were in the Group 2 surplus category and six were in the Group 3 balanced category.

Metropolitan and Major Industrial Areas. Although labour surpluses decreased in Calgary, Edmonton and Winnipeg, the reduction was not quite sufficient to bring these areas into the balanced category. Heavy snow delayed the beginning of construction work, caused some lay-offs in transportation and prevented deliveries of livestock to packing plants. Hiring for the meat packing industry was at a seasonal low; yet, despite the re-opening of the United States market to Canadian cattle, meat-packing employment in the three cities remained considerably higher than last year. In Winnipeg, the clothing industry continued to expand as civilian demand increased and additional defence contracts were received. The industrial employment index in this city reached 210.5 (1939=100) in February, a year-to-year increase of five per cent.

Logging companies at the Lakehead completed cutting and hauling during March and released several thousand workers. As a result, Fort William—Port Arthur moved to the Group 1 surplus category. Many of the workers involved are not expected to be rehired until the river drives get under way in May.

Major Agricultural and Minor Areas. There were four changes in the classification of these areas during March. Saskatoon and Swift Current moved from a labour surplus to the balanced category as demand increased for farm and construction workers. Farther west, however, new labour surpluses developed in Medicine Hat and Drumheller following further reductions in employment at coal mines, almost all of which are now either on short time or completely closed. This early closure in the industry was caused partly by the mild winter and partly by the increasing use of oil and gas for heating.

PACIFIC

Employment in the Pacific region continued to increase as logging and construction operations moved towards peak summer levels. During March, persons working full-time increased by 11,000. The total number of persons with jobs showed a somewhat smaller increase, rising from 414,000 to 418,000. A comparison of these figures with those of the previous year indicates that there were about 5,000 more persons with jobs this year than last.

Although the level of employment was higher than a year earlier, the increase was very unevenly distributed among the main industries, most of it being in construction. This reflects the large labour requirements of the Kitimat development and of several hydro-electric power plants under construction. On the other hand, some of the main industries of the region experienced actual declines in employment over the year. Logging employment, for example, decreased by more than 3,500 and the unsettled dispute over herring prices reduced employment in the fishing industry by more than 50 per cent.

At the beginning of April, excess labour supplies still existed in most parts of the region. Five areas were in the Group 1 labour surplus category, four were in the Group 2 surplus category and one area (Victoria) was in the Group 3 balanced category. A year earlier the numbers of areas in these categories were three, six, and one, respectively.

Metropolitan and Major Industrial Areas. The gradual movement of loggers and construction workers to Kitimat and Vancouver Island continued during March, reducing the labour surplus in Vancouver-New Westminster by about 10 per cent. At April 1, however, the area was still in the Group 1 surplus category. The rate of hiring for the sawmill and logging industries was lower than in previous years and the lack of agreement between fishermen and operators sharply reduced fishing and fish-canning activities. The smaller amount of repair work in these industries, in turn, resulted in lay-offs and short-time work in machine shop, foundry, and shipbuilding firms.

In Victoria, the expected increase in construction employment was retarded by delays in starting several major building projects. Nevertheless, the labour supply decreased sufficiently during the month to bring the area into the Group 3 balanced category. Welders, burners, fitters and platers for the shipbuilding industry were in short supply. Most of the current surplus of construction tradesmen was expected to be absorbed during April.

Minor Areas. The employment situation in the minor areas at April 1, 1953, was unchanged from that of March 1, 1953, and April 1, 1952, with two exceptions. The only major increase in employment occurred in Central Vancouver Island, which during March this year moved from the Group 1 to the Group 2 labour surplus category, as additional logging areas recovered from the effects of winter. Because of excessive log inventories, however, most companies were operating below capacity, so that the labour surplus in the area was about one-third greater than at the same time last year. In Trail-Nelson, which is in the Group 1 surplus category, employment opportunities were restricted by the lower level of activity this year than last in base metal mining and lumbering.

Industrial Expansion, 1948-1952, in the Transportation Equipment Industry

THE construction of new plants or plant extensions in the Canadian transportation equipment industry from 1948 to 1952, inclusive, resulted in the creation of more than 21,500 new jobs, according to a survey conducted by the Economics and Research Branch of the Department of Labour. Total employment in the industry is estimated to have risen from 110,000 to 160,000 in the same period, an increase of 50,000. The construction of new plant facilities took place chiefly in the automobile, aircraft and diesel-locomotive sectors of the industry.

In the years 1948 to 1950, increasing consumer demand for automobiles and the conversion of Canadian railways from steam to diesel locomotives were responsible for the bulk of the new plant construction in the industry. Expansion in the aircraft sector was rapid in the following two years and was largely responsible for the fact that the greatest number of plant completions in the transportation equipment industry occurred in 1952, when a total of 16,400 new jobs was created through the completion of new plant facilities.

Employment in the industry showed opposing trends between 1948 and 1952. The index of employment declined from 218.4 in 1948 to 215.5 in 1950 (1939=100), largely because of a continued slump in shipbuilding and decreases in employment in the rolling stock and aircraft divisions. Subsequent rapid expansion in aircraft production, together with improved employment conditions in other branches of the industry, resulted in a general increase in employment after 1950. By 1952, the employment index had risen to an estimated figure of 297.8. The upward trend is expected to continue in 1953 as further plant completions are scheduled for the aircraft and automobile manufacturing industries.

Aircraft and Parts. The program for expanded aircraft production, begun in 1950, has been the largest single source of new labour demand in the transportation equipment industry. The production of military aircraft and engines has required the construction of additional assembly facilities and a large number of parts plants. The program resulted in the construction of 19 new plants and plant additions from 1950 to 1952, with total labour requirements of approximately 15,300 workers for full production. Four additional plants or extensions, to be completed in 1953 and requiring 1,300 workers, will conclude the present stage of the aircraft production program.

With two exceptions, new plant construction has been entirely in Ontario and Quebec near the two largest assembly plants in the industry, A. V. Roe Canada Limited at Toronto and Canadair Limited at Montreal. These two plants have also expanded capacity and have accounted for approximately half of the new employment in the industry from this source.

Expansion in 1953 will include estimated expenditures of more than

\$8,000,000 for three large plants. The Rolls Royce Company is opening a large new engine plant at Montreal, which may employ 1,000 workers at capacity production. Bristol Aeroplane Engines Limited completed an addition to its repair plant in Montreal which will require 300 additional workers by the middle of 1954. The DeHavilland Aircraft of Canada Limited, has a \$4,000,000 plant under construction which will replace present facilities and will not result in increased staff.

Motor vehicles and Parts. Twenty-nine new plants and plant additions, with labour requirements estimated at 4,400 workers, have been constructed in this sector of the industry since 1948. The value of new investment, involving expenditures of \$52,000,000 for construction and \$65,000,000 for new machinery during the five-year period, has been high in relation to labour requirements. This stems largely from the fact that most of the investment has been for purposes of modernization and replacement of facilities, which did not require additional employees.

Further increases in employment in the motor vehicles and parts industry are expected in 1953. It is estimated that 5,000 workers will be required to staff new plants coming into production this year. Most of these will be taken on at the new Ford assembly plant near Oakville, Ont. Another large plant slated for completion in 1953 is a part plants at Ajax, Ont., which is expected to hire 300 workers at full production. Four other plants and extensions under construction, with total expenditures of approximately \$14,000,000, will not result in any employment increase.

Railway Rolling Stock. The past five years have seen the development of a new Canadian industry, the manufacture of diesel-electric locomotives. The gradual replacement of steam by diesel locomotives on Canadian railways has created a large volume of business not only for locomotive manufacturers but also for firms manufacturing electrical apparatus, since diesel engines contain a large number of electrical components.

Canadian companies already engaged in the manufacture of steam locomotives converted their facilities to enable them to manufacture diesel engines. In addition, one large assembly plant was built at London, Ont., providing employment for about 1,000 workers. This plant is at present expanding its facilities further. Other than this, there was little new plant construction in the industry from 1948 to 1952. A total of 1,200 new jobs was created through industrial expansion in this period.

In addition to the expansion in the above-mentioned sectors of the industry, four other new plants, with labour requirements totalling 600 workers, were constructed during the last five years. Two of these manufacture miscellaneous transportation equipment and two were extensions to shipyard facilities.

Employment in the transportation equipment industry increased by 45 per cent from 1948 to 1952. About half the increase is attributed to the construction of new plants and plant additions. Seventy per cent of the employment increase resulting from the expansion of plant facilities was in the aircraft and parts segment of the industry.

Notes of Current Interest

CCL Willing to Unite With TLC—Mosher

"The question of unity is one of the most important issues before the Canadian labour movement today," said A. R. Mosher, President of the Canadian Congress of Labour, speaking at the 16th annual convention of the International Woodworkers of America (CIO-CCL) in Vancouver.

"We are ready to enter into organic unity with the TLC the moment they indicate their willingness for such a move," he added.

He said the CCL was concerned only with the best means of representing the interests of Canadian workers and added: "There is not one CCL officer who would not willingly fall by the wayside if that would bring labour unity."

The TLC and the CCL have in recent months taken joint action on a number of issues and both have called for "unity of purpose" among all sections of Canadian labour.

TLC's 30th Anniversary Marked by Banquet

The Trades and Labour Congress of Canada is 80 years old this year. The anniversary was marked last month by a banquet in Montreal attended by some 250 labour leaders, industrialists and government representatives.

Percy Bengough, President of the 525,000-member labour organization, outlined the history of the labour movement and labour legislation in Canada. He said that the labour laws of today were a direct result of a long struggle by trade union pioneers.

"These men did not believe in changing our democratic way of life," said Mr. Bengough. "They believed in gaining the objectives of organized labour by constitutional means.

"They sought laws and better laws, under which unions would be recognized as legal entities, where collective bargaining could be carried out in a friendly atmosphere between the representatives of employers

and employees, and where such negotiations failed to reach agreement a dispute could be settled by conciliation."

Mr. Bengough recalled the work of his immediate predecessors, the late Paddy Draper and Tom Moore, and earlier leaders such as O'Donoghue, MacMillan, Carter, Joyce and Magnew. He said that when the TLC was founded in 1873 there were no federal and provincial labour departments. One of the first resolutions of the founding convention of the Congress called for the setting up of a federal labour department. It was not until 1900 that this took place. Now, said Mr. Bengough, all these things are taken for granted.

Also Commemorated

The banquet also commemorated three other events: the 10th anniversary of the election of Mr. Bengough as President of the Congress; the 10th anniversary of the appointment of Max Swerdlow as Congress organizer in Quebec; and the 10th anniversary of the founding in Quebec of federal labour unions affiliated with the Congress.

R. F. Hepenstal, Vice-President of the American Can Company, addressed the gathering and pointed out that the fortunes of labour and management were inextricably bound together. He urged greater efforts towards mutual understanding in matters common to both.

Marine Unions of TLC Form Joint Council

A council of all marine unions in the Trades and Labour Congress of Canada, representing some 14,000 masters, mates, pilots, engineers, firemen, cooks and seamen, was formed March 17 in Montreal.

To be called the Joint Marine Council of the TLC, the new group comprises the National Association of Marine Engineers of Canada, Inc., the Canadian Merchant Service Guild of Masters, Mates and Pilots, and the Seafarers International Union of North America, Canadian District.

Consolidated Negotiation

The Council will consolidate the efforts of all member unions in negotiation and conciliation with shippers and steamship lines.

International Vice-President Hal C. Banks of the Seafarers International Union was elected President of the Council. Other council officers are: Capt. W. MacIntyre, First Vice-President; J. E. McGeough, Second Vice-President; and Capt. J. J. Deauriers, Secretary.

CCL Rail Union Merges With AFL Railway Clerks

The 4,000-strong Brotherhood of Express Employees (CCL) last month joined the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). The merger, which followed a referendum vote by members of his union, was announced by Emmett Kelly, National Secretary of the Express Employees.

Membership of the AFL-TLC railway union, of which Frank Hall is Canadian chief, has been brought close to the 20,000 mark by the merger. It still falls about 15,000 members behind the membership of the Canadian Brotherhood of Railway Employees and Other Transport Workers, "Canada's biggest transportation union".

Confer on Uniformity of Job Accident Statistics

Representatives of Workmen's Compensation Boards from nine Canadian provinces met with federal government officials on March 27 and 28 with a view to developing a program of uniform industrial accident statistics.

At the present time, statistics compiled by the various Boards are not comparable because of variations in classification. The object of the program is to develop on a broad national basis a picture of the extent and cause of accidents and occupational illnesses in Canadian industries. Comparable statistics from the provinces will make possible the computation of frequency rates and severity rates, which will provide an indication of the relative degree of hazard in various industries.

In opening the meeting, Hon. Milton F. Gregg, Minister of Labour, stressed the potential value of such statistics for use in accident-prevention work. He also emphasized the co-operative nature of the program between the federal and provincial authorities.

The meeting was chaired by George V. Haythorne, Director of the Economics and Research Branch, Department of Labour. Those present from the provincial Workmen's Compensation Boards were: Irving Fogwill, Chairman, Newfoundland; L. J. McLellan, Prince Edward Island; D. R. Cameron, Nova Scotia; R. A. A. Burnham, New Brunswick; David Robillard and Gaston Barrette, Quebec; A. G. MacDonald, Ontario; G. L. Cousley, Chairman, Manitoba; D. S. Sinclair, Alberta; and F. H. Clark, British Columbia.

Participating in the discussions also were officials from the Department of National Health and Welfare, the Dominion Bureau of Statistics, and the Government Employees' Compensation Branch of the Department of Labour.

F. S. McElroy, Director, Industrial Hazards Branch, United States Bureau of Labor Statistics, also attended the two-day session.

New U.S. Labour Attaché Arrives in Ottawa

John A. Ballew is the new Labour Attaché at the United States Embassy in Ottawa. He succeeds Joseph Godson, who was transferred to London early this year (L.G., Dec., p. 1556).

Mr. Ballew has just completed 2½ years as Labour Attaché at the United States Embassy in Tokyo. Before that he served with the Bureau of Labour Standards, United States Department of Labour, and, earlier, as Director of Public Institutions, State of Washington.

TLC Names M. Swerdlow Director of Organization

Max Swerdlow, Chief Organizer for the Trades and Labour Congress of Canada in Quebec, has been appointed Organizing and Educational Director of the Congress.

Mr. Swerdlow has been a TLC organizer in Quebec since 1942. He will move from Montreal to Ottawa.

The congress also announced that Arthur E. Hemming will become Publications Director in addition to his present post as Executive Secretary. Leslie E. Wismer will continue as Public Relations and Research Director.

In 1952, Mr. Swerdlow attended the General Conference of the International Labour Organization as the Workers' Delegate for Canada.

Newfoundland Appointment

John H. Crann, Vice-President of the Newfoundland Federation of Labour (TLC), has been appointed to the Newfoundland Labour Relations Board to succeed W. J. May, who resigned to become Director of Apprenticeship in the provincial Department of Labour.

A supervisor at Bowater's Mill, Corner Brook, Nfld., he is also Vice-President of the Humber Trades and Labour Council and Secretary of Local 64, International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Sharp Increase in 1952 In House Construction

Residential construction in Canada increased sharply during 1952, reversing the downward trend of the previous year.

The annual report of the Central Mortgage and Housing Corporation, tabled in the House of Commons recently by Hon. R. H. Winters, Minister of Resources and Development, revealed that housing starts numbered 83,246 compared with 68,579 in 1951. The 1952 rate was about equal to that of 1950.

A total of 76,302 houses was completed in 1952 compared with 84,810 in 1951. This decline was due to fewer unfinished houses being carried over from 1951.

Reasons given by the Minister for the increased construction activity in 1952 were the greater availability of mortgage money, materials and labour and stable prices.

The report said there is reason to believe the high level of housing starts may continue into 1953. But it warned that availability of mortgage money and of serviced land will become increasingly important as a brake upon house building.

Post-War Housing Record Set in United Kingdom

A post-war record of house construction was set in the United Kingdom in 1952. During the year, 239,922 dwellings were completed.

This figure compares with 194,831 constructed in 1951. The total in 1946 was only 55,400.

Since the end of the war, 1,256,270 new dwelling units have been built in the United Kingdom.

The Government's tentative target for 1953 is 270,000 new houses. At the beginning of the year, some 280,000 houses were already in the process of construction.

Brief Urges Added Aid To Employable Jobless

Assistance beyond the present range of unemployment insurance to unemployed persons capable of working was advocated in a brief submitted March 20 by the Canadian Welfare Council to the Prime Minister and members of the Cabinet.

The Council maintained that after unemployment insurance runs out, aid to the employable unemployed should be a matter of public assistance such as now is extended to unemployables. Also, such assistance

should cover the one-fifth of the five million workers in Canada who are not under unemployment insurance.

The Council urged that machinery for the plan be set up immediately to be ready in the event of heavy unemployment developing. It suggested that the program be administered by the provincial governments, with the federal Government paying a percentage of the cost of administration and the bulk of the benefit payments.

The brief was presented simultaneously to the provincial governments.

CNR Begins Survey of Its Labour Relations

The Canadian National Railways has begun a survey of its labour relations. This was revealed in the CNR's 1952 report to Parliament.

A condition of recurring crises is "detrimental to the best interests of employer and employee alike, and highly undesirable from the standpoint of the general public," the report said.

It has become increasingly clear, the report continued, that, "despite a generally harmonious background, the wage-bargaining aspect of relations between the railways and representatives of the organized employees leaves something to be desired".

Purpose of the survey, according to the report, will be to "examine objectively and in the light of modern conditions the whole context of labour-management relations".

Particular attention will be given to "the mutual responsibilities which devolve upon officers of the railway and of the unions".

Triple Time for Working On Holidays at U.S. Plant

A contract providing triple time for holiday work has been signed by the Goodyear Tire and Rubber Company and the United Rubber Workers of America (CIO).

The first major collective bargaining agreement in the United States since the new Administration in Washington took office, the contract provides for triple time for work on six paid holidays and a two-weeks' vacation after three years of employment. The previous contract called for a two-weeks' vacation after five years.

The two-year agreement contains 25 basic improvements covering all non-wage matters, such as severance pay, leaves of absence, safety and health. A clause permits wages to be discussed on 30 days' notice.

Board Criticizes Firm For Move to Bar Union

Notwithstanding the fact that the employer had given up its factory and all employees had received a week's notice before the Board set, a Quebec Arbitration Board appointed in January to arbitrate the preamble and all other clauses of a proposed agreement between Times Square Clothing and Amalgamated Clothing Workers of America (CIO-CCL), local 115, handed down a majority decision finding the agreement submitted "one that the employer can properly sign".

Chairman Bernard Rose, QC, who sided with the employees' representative, viewed the company's decision to move from Joliette to St. Gabriel de Brandon as "a clever move on the part of the employer and in all likelihood designed to influence the Board in the carrying out of its mandate".

No Prior Notice

Having received no prior notice, however, the Chairman decided to proceed and to discuss whether it could recommend adoption of the agreement submitted to the Board. The Chairman states in his report that the fact that the dismissal of the employees was signified to the Board after it had been constituted as "certainly suspicious" and adds that he felt justified in concluding that "the employer was determined to do everything he could to avoid entering a collective agreement with the union".

The agreement which the Board recommends be accepted by the employer is almost identical to the collective agreement presently existing between the Associated Clothing Manufacturers of the Province of Quebec, Inc., and the Montreal Joint Board of the Amalgamated Clothing Workers of America. Times Square Clothing company, however, is not a member of the Association.

In rendering its decision the Board states:—

It is therefore all the more regrettable that, in view of the collective labour contract presently in effect between the parties above-mentioned, an employer who is not a member of the Association should adopt an attitude the reverse of conciliatory.

The Times Square clothing factory is being taken over by the S. Farbstein Company Inc. but there is no obligation for this company to employ the dismissed workers.

The Board remarks on this:—

It does not seem fair that employees who have, for several years, loyally served this employer should be dismissed and deprived of an opportunity to earn their livelihood in the city in which they live, because of his apparent hostility towards the union which seeks to enter into an agreement with him.

The minority report by the employer representative states that "the proposed agreement is unfair, onerous and not in accordance with the principle of equity, justice and good will".

Cardinal Urges CCCL To Assert its Vitality

His Eminence, Cardinal Paul Emile Léger, Archbishop of Montreal, has urged the Canadian and Catholic Confederation of Labour to set up strong, effective organizations which will assert the vitality of the Confederation and bring legitimate pride and proof of maturity to the whole labour movement.

The new cardinal suggested this policy at a reception held for him in Montreal, early in March, by the leaders of the CCCL.

"For you," the Montreal archbishop stated, "trade-unionism is not merely an instrument for claiming your rights. You want it to be also an effective means for carrying out your duties."

Cardinal Léger quoted the following passage from a recent message of His Holiness, Pope Pius XIII: "What, after all, is the essential aim of trade unions, if it is not the practical affirmation of the fact that man is the subject and not the object of social relations; to protect the individual faced by the collective irresponsibility of anonymous owners; to represent the person of the worker before those who tend to consider him as a mere productive force with a set price."

"Road to Ruin"

The new cardinal also recalled the Pope's warning to the effect that "the whole world is on the road to ruin if men continue to seek remedies for social evils in greater productivity directed solely towards the consumption of goods".

Cardinal Léger, who has been called in certain circles "the workingman's cardinal", then called upon the CCCL to set up educational, mutual aid and charitable services, to endow trade-unionism with strong, effective organizations—information, employment and social security services—to "assert your vitality in works which will bring legitimate pride and proof of maturity to the whole labour movement".

CCL Sets Up Fund to "Protect" Que. Workers

The Canadian Congress of Labour is establishing a defence fund "to protect the rights of Quebec workers to bargain collectively". Decision to set up the fund was made unanimously by the Executive Council of the CCL at a meeting in Ottawa, March 5.

Explaining this action, Donald MacDonald, CCL Secretary-Treasurer, said: "Conditions which our own and other unions have faced in Quebec make it obvious that workers in that province are facing extreme handicaps in their efforts to exercise what is recognized in the letter of Canadian law as the right to organize into unions of their choice and to bargain collectively. The most recent example has been the strike* of the Oil Workers International Union, an affiliate of our Congress." Despite the fact that the union was recognized by the Quebec Labour Relations Board, he added, the company refused to meet union representatives.

Mr. MacDonald also cited the strike of the Canadian and Catholic Confederation of Labour in Louiseville.†

The CCL Executive Council established a committee composed of Mr. MacDonald; C. H. Millard, Canadian Director of the United Steelworkers of America; George Burt, Canadian Director of the United Automobile Workers; and Alex McAuslane, Canadian Director of the International Oil Workers to administer the fund.

Montreal Building Trades Open Apprentices Centre

The Montreal Building Trades Apprenticeship Centre, a million-dollar building, was officially opened March 23 by Hon. Antonio Barrette, Quebec Minister of Labour.

The structure was built with funds provided by the Joint Montreal Committee of the Building Trades, comprising trade unions and representatives of the building industry, and by the provincial government, which contributed one-third of the cost.

The new building, known as "Carpenters' Hall", permits building of full-size houses inside it. Apprentices of the various building trades do the construction work under the supervision of skilled instructors.

*Called off March 20 after lasting eight months, since July 19, 1952. Most of the 500 workers who struck have now returned to work.

†Began March 10, 1952; ended February 20 (L.G., March, p. 361).

Galleries allow other apprentices to watch every phase of the work.

Mr. Barrette described as "something unique" the co-operation between labour unions and the Montreal Builders' Exchange in the solution of the manpower shortage problem in the building trades which existed at the end of the war.

UAW Council Devises Apprenticeship Plan

A formula for employing one apprentice for each eight journeymen in industries where training facilities are available has been devised by the United Automobile Workers (CIO-CCL). Major industries will be approached by the union with requests that the plan be implemented.

The formula, adopted at a meeting of the union's skilled trades council in London, Ont., early last month, applies to boys with high school graduation or the equivalent.

Equal Pay Laws Urged By U.S. Conference

Federal legislation embodying the principle of equal pay for equal work, to be enacted as soon as possible, and state legislation where it does not already exist were called for by the National Conference on Equal Pay sponsored by the Women's Bureau of the United States Department of Labour. Improvement of state laws where they are inadequate is also sought.

The conference was called at the suggestion of the Women's Advisory Committee on Defence Manpower and met in Washington in the spring of 1952. In attendance were representatives, both men and women, of national women's organizations, trade unions, employer associations, civic groups and administrators of state equal pay laws. A report of the conference has just been made available by the Women's Bureau.

To achieve this end, the conference recommended that an intensive educational campaign be carried on at national and local levels to "inform and influence employers, employees and the general public". This, it was agreed, would require the use of all channels available to women's organizations, the Women's Bureau, trade unions, community organizations, the press and radio.

A small continuing committee was appointed from the conference to further the objectives agreed upon.

Prospects Bright for Graduates This Year

Employment prospects for university graduates and undergraduates in 1953 are bright according to present indications.

There is a stronger demand for graduates in some faculties than in others. In engineering, for example, employment officials estimate there will likely be more openings available than graduates to fill them. There is also a strong demand for Bachelor of Commerce graduates in banks, trust and insurance companies, other financial institutions, manufacturing industries and large scale merchandising firms. Many Commerce graduates also would be entering chartered accountants' offices to work for their chartered accountant degrees.

These estimates are based on replies received from questionnaires mailed to some 7,000 Canadian employers last December. Up to March 3, 2,558 replies had been received. These replies offered 3,472 jobs for graduates and 6,735 summer jobs for undergraduates. This is exclusive of openings for both graduates and undergraduates in the government service and the armed forces.

Included in the 3,472 openings for graduates received up to March 3 were requests for 404 Bachelor of Commerce graduates, 329 mechanical engineers, 296 electrical engineers, 284 civil engineers, 184 chemical engineers, 89 mining engineers, 41 metallurgical engineers, 140 graduates in medicine and 93 social workers.

Many employers stated they would need graduates or undergraduates but were not listing their requirements as they would take advantage of the facilities of the National Employment Service offices established at some of the universities in order to have personal interviews with students.

College Attendance Rises 175 Per Cent Since 1921

University attendance in Canada has increased 175 per cent in the last 25 years, it has been found as the result of a survey by the Economics and Research Branch of the Department of Labour in co-operation with the Executive and Professional Division of the National Employment Service.

During the same period the population in the age group 18 to 22, which includes most college entrants, increased only 45 per cent.

High school attendance increased 150 per cent during the same period, while the age group 13 to 17 increased only 29 per cent.

In 1901, the survey showed, there were fewer than three engineers for every 1,000 non-agricultural workers in Canada; today there are more than eight. This indicates a trend towards the necessity for an increasingly larger proportion of the work force to be university-trained.

The sample survey was made of 417 Canadian firms employing some 15,000 professionally trained persons and whose total employment represented almost 14 per cent of all wage and salary earners in Canada.

Reuther Wins Fifth Term As UAW President

Walter Reuther has been unanimously re-elected President of the United Automobile Workers for his fifth straight term in balloting at the union's annual convention in Atlantic City, N.J.

Secretary-Treasurer Emil Mazey and Vice-Presidents Richard T. Gosser and John W. Livingston were also returned without opposition.

Mr. Reuther first gained the UAW presidency in 1946, when he defeated R. J. Thomas, who had held the office for seven years.

Shortage of Engineers May be Relieved Soon

The shortage of engineers in Canada's expanding industries may be partially relieved in a few years if the present trend toward engineering as a career continues. A report of the Executive and Professional Division of the National Employment Service shows that new registrations in engineering at Canadian universities in 1952 numbered 2,714, compared with only 1,852 in 1951 and 1,649 in 1950.

Previous experience has shown that wastage by drop-outs, failures, changes to other courses, etc., may run from 20 to 25 per cent over a four-year course. This means that probably not more than 2,000 to 2,200 of the 2,714 students who began engineering studies in 1952 would actually graduate in 1956.

The substantial increase in engineering registrations in 1952 was due in no small measure to the publicity given to the shortage of engineers and also the efforts of National Employment Service officers who, during the past year or two, have done a great deal of vocational counselling to senior high school students in the course of which opportunities in the engineering field were outlined.

John V. Riffe Chosen To Succeed Haywood

According to Stanley Levey of the *New York Times*, leaders of the Congress of Industrial Organizations have agreed on John V. Riffe as successor to the late Allan S. Haywood as CIO Executive Vice-President. Mr. Riffe is Southern Organizing Director for the CIO.

If his selection is approved by the CIO executive board, Mr. Riffe will serve until the next convention.

Mr. Riffe, a member of the United Steelworkers of America, was a leader in the organizing campaign in the mills of the Bethlehem Steel Company before the United States entered the last war. After the war he began to organize for the CIO in the South; for the last two years he has directed CIO forces there.

Under the CIO constitution, the Executive Vice-President takes over the presidency whenever the President is unable to serve. He also acts as Director of Organization and Director of CIO Industrial Union Councils in all parts of the country.

O. L. Garrison, also a member of the Steelworkers and a former secretary to John L. Lewis, has been named as Mr. Riffe's chief assistant. R. J. Thomas, former President of the United Automobile Workers, has been appointed to fill the next position on Mr. Riffe's staff.

D. J. McDonald Confirmed As Steelworkers' Chief

David J. McDonald, appointed President of the United Steelworkers of America by the union's executive to succeed the late Philip Murray, has been confirmed in the position by a rank-and-file election conducted in February, the results of which were announced March 11.

Mr. McDonald is only the second president the Steelworkers Union has had since its founding in 1936. The late Mr. Murray, who died last November 9, was the first.

428 Fatalities in 1952 In Ontario Industry

In 1952, 209,974 work injuries were reported to the Ontario Workmen's Compensation Board, Labour Minister Charles Daley has announced. Of this number, 428 were fatal. In 1951 there were 202,645 accidents and 421 fatalities reported.

The cost of compensation and medical aid awarded by the Board was \$29,000,000,

compared with \$25,000,000 in 1951. More than \$563,000 was paid out to safety and accident prevention associations by the Board in 1952.

The Minister reported that in 1952 automatic coverage for their employees was received by 49,917 employers as compared with 47,858 the previous year. During 1952, 3,736 patients were admitted and 3,772 discharged from the Board's rehabilitation centre at Malton, Ont. This was an increase of 85 patients treated over 1951.

"Despite a tremendous expansion of industrial workers," said Mr. Daley, "Ontario's industry and accident prevention groups are to be congratulated for keeping 1952 accident fatalities almost identical with 1951."

Israeli Unions Vote To Bar Communists

The secretariat of Israel's General Federation of Labour (Histadrut) voted recently to ban the Communist Party from the organization. It described Communists as "avowed enemies of the Jewish nation, the State of Israel and the Hebrew workers movement".

The secretariat also voted to take court action to suspend all Communist office holders and expel all Communist Party representatives from the membership of the Federation.

Attacks upon the Zionist movement by Communist governments and incitement against Jewish immigration to Israel were given as reasons for the secretariat's action. The secretariat's six-to-two vote decision is expected to be confirmed by the 210-man Histadrut council.

2 Italian Union Groups Join Against Communists

The two outstanding democratic labour groups in Italy have signed an agreement to collaborate against communism. The agreement was reached under the auspices of Vincent Tewson, chairman of the International Confederation of Free Trade Unions.

The two groups are the *Confederazione Italiana Sindacati Lavoratori* (Italian Confederation of Workers Unions) and the *Unione Italiana Lavoratori* (Italian Workers Unions). These two bodies claim a membership of 2,000,000, compared with the claim of the Communist-dominated *Confederazione Generale Italiana del Lavoro* (Italian General Confederation of Labour) of 5,000,000 members.

Law to Bar Communists From U.S. Unions Urged

Legislation which would bar a member of a Communist organization from holding office in or being employed by any labour organization and which would permit the discharge of persons who are members of subversive organizations was recommended recently by a Senate subcommittee investigating internal security in the United States.

In its report on the International Union of Mine, Mill and Smelter Workers, the subcommittee also recommended that officers of the union who were named as Communists by witnesses during the investigation, and who had signed non-Communist affidavits required under the Labour Management Relations Act of 1947, be considered for prosecution by the Attorney General on charges of perjury.

TLC and CCL Support Rehabilitation of Disabled

"Wherever it is possible for a handicapped person to return to his former occupation, this should be arranged; otherwise he should be placed in an occupation where his productive ability can be fully utilized," the Trades and Labour Congress of Canada and the Canadian Congress of Labour have declared in a joint statement.

The declaration was in answer to criticism that labour unions generally were opposed to the employment of handicapped persons. Such criticism is wholly unjustified, the statement said.

"Both Congresses strongly support the principle of rehabilitation and the employment of disabled persons to the fullest extent," the statement declared.

Health Insurance Plan Introduced in Congress

A bill for a voluntary national health and hospitalization insurance plan was recently introduced in the United States Congress.

Providing universal coverage through a federal-state grants-in-aid program, the plan would be administered by the states and local communities rather than by the federal Government.

Under the proposal, both old and new plans could qualify for federal-state aid provided their premium rates were based on a percentage of the subscribers' gross income. To participate, a state would have to set up a state health council and

regional health authorities. A "national yardstick" of services and benefits would be established and the cost of coverage would be estimated by authorities for each region but the charge for a comprehensive range of benefits would be not less than \$150 per year.

A plan could offer more or less comprehensive benefits than those contained in the "national yardstick". The minimum charge for participating in a plan would be \$6 per year and deficits of any plan would be paid by the state out of federal grants-in-aid.

The bill also calls for the creation of a bipartisan Federal Health Study and Planning Commission, expansion of the hospital construction aid program and the provision of federal grants-in-aid to assist in developing and expanding medical and nursing schools.

U.S. Commission Advises Federal Aid to Health

Federal-state co-operation in establishing and financing a comprehensive medical service for all persons in the United States was recommended by the President's Commission on the Health Needs of the Nation in the report it gave to Mr. Truman before he left office January 20.

The Commission was set up by the ex-president at the beginning of 1952. Testimony was taken from experts, previous studies were reviewed and public hearings were held in eight cities in different parts of the country.

Headed by Dr. Paul B. Magnuson of Chicago and composed of 14 professional and lay members, including representatives of labour and consumers, the Commission came to the unanimous conclusion that many persons in the United States do not get and are not able to pay for personal and preventive care of family physicians as well as specialists and hospitalization. It declared that the comprehensive services which people need and want can best be furnished through group medical practice, bringing general practitioners and specialists together in organized professional groups.

The chief recommendation of the Commission is for a program of federal-state co-operation, with federal grants to assist each state in developing a plan of personal health services for all persons. Part of the federal funds would be used by the states for the general population and part for the extension and improvement of medical care for persons receiving public

assistance and for mental disease, tuberculosis and other long-term illnesses. Both private and public agencies and resources would be used. The states would define local and regional areas for the organization and furnishing of services in co-operation with the health professions.

Federal aid would be given to private and public health insurance plans, which would supply the services of both the family doctor and specialists. The report suggests that at least half the members of the governing bodies of these insurance plans be representatives of the consuming public.

According to the Commission's proposals, those who can afford it would meet their doctors' bills on a prepaid basis if they wished to join the government-sponsored plan. For those unable to pay, the federal and state governments would contribute part or all of the costs. Under the scheme, membership would be voluntary, states would be free to participate or not, patients would be allowed to choose their own doctors and the medical profession would be unfettered in its practice.

Other recommendations of the Commission are: loans from federal funds to assist in the development of group medical prepayment plans, continuation of the federal hospital construction program, federal assistance for medical education and research, federal aid for local health departments, and the establishment of a federal department of Health and Social Services headed by an officer with cabinet rank.

The Commission also recommends the establishment of a permanent Federal Health Commission to make continuing studies and recommendations.

The cost of the proposed program to the federal government is estimated at \$750,000,000; with the specialized recommendations, at one billion dollars. Declaring that the United States could well afford these expenditures, the Commission's report states: "The nation cannot afford to neglect the measures for which these funds would be used. In the better health of our people and increased productivity these expenditures would lead to a net saving."

The Commission's report was presented to officials of the new administration for their consideration.

Health Insurance Plans Being Surveyed in U.S.

Four surveys of health insurance plans are now underway in the United States. The studies, being undertaken by the

Health Information Foundation, will be devoted to a nation-wide examination of how voluntary plans are working and where greater coverage and benefit provisions are required.

The four projects are:—

1. A national sampling of households to see how family medical costs are related to health status and how the insurance plans affect this relationship.

2. A more intensive study of these points within certain communities, including the impact of "catastrophic" illnesses not covered by some insurance plans.

3. A study of how existing voluntary plans might be extended to include groups not now covered, e.g., farmers and other self-employed persons.

4. A study of the relationship of family debts to illnesses and medical costs.

All the surveys except the third will be completed this year; the third may take until 1955.

The Health Information Foundation is a non-profit, non-political organization supported by the drug, pharmaceutical, chemical and allied industries.

U.K., Australia Plan to Reciprocate on Welfare

A reciprocal agreement enabling United Kingdom citizens in Australia and Australian citizens in the United Kingdom to enjoy social service benefits in the country of their adoption without the usual long-term residence requirements has been approved by the Australian Government.

Negotiations for the agreement began in 1946 and were concluded last year. Considerable difficulty was encountered in that pensions and certain other benefits under the U.K. scheme are on a contributory insurance basis, whereas the Australian scheme is non-contributory and is financed from taxation.

Citizens of the United Kingdom who were in the National Insurance scheme and now reside in Australia will receive any United Kingdom pension they are entitled to and will, subject to a means test, have their pension supplemented by Australia to bring it up to the current pension rate in that country.

Other benefits covered by the agreement are invalid pensions, child endowments and unemployment and sickness insurance. In general, all residence tests will be waived.

The United Kingdom will reciprocate and, broadly speaking, will give to all persons arriving from Australia the necessary insurance credits, based on their Australian

residence. The agreement also contains provisions to safeguard the social service rights of people who take temporary residence in either country.

The agreement has not yet been signed and Australian government officials expect it will be several months before it can come into effect.

Extracts from Hansard of Interest to Labour

Education of Immigrants

February 18

Hon. W. E. Harris (Minister of Citizenship and Immigration): Hon. members will be interested to know that it is the intention of the Government to provide in the supplementary estimates for a sum from which grants may be made to provincial Governments with respect to the education of our newcomers in citizenship. It is a well recognized fact that the sooner the newcomers are made familiar with the English or the French language, the habits and customs of the Canadian people, our history, our form of government, and our democratic processes, the sooner they will become useful and productive citizens. There are at the moment approximately 45,000 adult newcomers attending citizenship classes in the various provinces and we hope that these classes will be continued and increased in number.

The grant to each provincial Government would be one-half the amount contributed by the provincial Government for these citizenship classes. Letters are going forward to each provincial premier advising him of this and inviting his government to join in making a suitable agreement.

Unemployment Insurance Fund

February 18

Mr. Knowles:

1. What is the total amount of money now in the unemployment insurance fund?
2. What was the total amount in the fund one year ago; two years ago; five years ago; ten years ago?
3. Has consideration been given by the Government or by the Unemployment Insurance Commission to the size of the fund, as to whether it is overfunded, or too large? If so, what is the result of such consideration?
4. Has consideration been given to increasing the benefits available to those insured under the fund? If so, what is the result of such consideration?

Mr. Coté (Verdun-La Salle):

1. January 31, 1953: \$862,371,504.10.
2. (a) January 31, 1952: \$776,134,110.49;
(b) January 31, 1951: \$654,051,465.58;
(c) January 31, 1948: \$435,682,436.15;
(d) January 31, 1943: \$101,471,458.29.

3. Annually, in accordance with the statute, the Unemployment Insurance Advisory Committee has reported on the status of the unemployment insurance fund. Extracts from the last three reports of the Committee are as follows:—

1950. While a great deal of valuable information has been accumulated over the past nine years, the period of the war and the ensuing years of very high employment do not appear to the Committee a period likely to be sufficiently representative to yield dependable results on which to judge the future workings of the fund.

1951. The fact that so large a proportion of the contributions was required to meet the benefit payments in a year of high employment shows that there may not be an unduly large margin for bad years. It is reassuring, therefore, that as a result of the sustained high level of employment ever since the Act came into effect the fund provides a substantial reserve against adverse conditions.

1952. The Committee reports that the unemployment insurance fund, in its judgment, is in a sound position.

4. When the Act came into force in 1940, the maximum weekly benefit was \$14.40. On the recommendation of the Unemployment Insurance Commission and the Advisory Committee, the rates have been increased by amendments to the Act in 1948, 1950 and 1952, and the maximum weekly benefit is now \$24. Supplementary benefits were introduced in 1950 and a number of other amendments have been made from time to time, such as the reduction in the waiting period, which have tended to increase the benefits available.

Equal Pay for Equal Work

February 25

Mrs. Ellen L. Fairclough (Hamilton West) moved the first reading of Bill No. 188, to provide equal pay for equal work for women.

Motion agreed to and bill read the first time.

Colombo Plan

February 26

Mr. Knowles:

1. Since the end of World War II how many persons from countries other than Canada have received training in Canada under the provisions of the Colombo Plan, the United Nations Technical Assistance Program, or any other plan designed to assist in the development of under-developed countries?

2. From what countries have such persons come, how many in each case, and how many in each year since the end of World War II?

3. What is the total amount spent to date for the training of those referred to in question (1), including transportation, maintenance or any other costs met by Canada?

Mr. Claxton:

1. 243 students are receiving training or have received training in Canada since January 1, 1951, under arrangements made by the technical co-operation service of the Department of Trade and Commerce. Of these, 99 came under the Colombo Plan, 123 under United Nations programs, 16 under UNESCO, 3 under FAO and 2 under ICAO.

2. Antigua (1), Austria (1), Australia (1), Brazil (5), British Guiana (2), British West Indies (4), Burma (1), Cambodia (1), Ceylon (9), Chile (2), Colombia (3), Cuba (1), Denmark (2), Dominica (1), Ecuador (2), Egypt (4), Finland (10), Formosa (2), France (2), Gold Coast (2), Greece (2), Haiti (8), India (66), Indonesia (3), Iran (8), Iraq (2), Israel (4), Jordan (3), Korea (10), Malta (1), Mexico (1), Nicaragua (1), Nigeria (1), Norway (2), Pakistan (53), Philippines (3), South Africa (1), Sweden (3), Switzerland (2), Syria (4), Thailand (3), Trinidad (1), Uruguay (2), Venezuela (1), Virgin Islands (2), Yugoslavia (2). Total 243, of whom 115 came in 1951 and 128 in 1952.

3. \$334,748.88 have been spent on the 99 Colombo plan trainees. Since the United Nations programs are administered by that body and its specialized agencies, it is not possible to indicate how much of their funds may have been spent in Canada. Canada contributed \$1,600,000 to the United Nations Expanded Technical Assistance Program from July 1, 1950 to December 31, 1952.

Records are complete for trainees handled through the technical co-operation service since its inception. Prior to this, arrangements for training were made through other channels so that complete records of the numbers of trainees who came to Canada are not available. It is estimated that an additional 120 received training in Canada under these other arrangements. In

addition 13 students from the Commonwealth countries in South Asia have come to Canada during the past four years to take up post-doctorate fellowships tenable in National Research Council laboratories.

Merchant Seamen Compensation Act

March 20

Hon. Milton F. Gregg (Minister of Labour) moved the second reading of Bill No. 46, to amend the Merchant Seamen Compensation Act.

Mr. Green: May we have an explanation from the Parliamentary Assistant?

Mr. Paul E. Coté (Parliamentary Assistant to the Minister of Labour): Mr. Speaker, this bill provides for amendments to the Merchant Seamen Compensation Act, which was passed by Parliament in 1946. That Act replaced and largely embodied the provisions of the merchant seamen compensation regulations of 1945, passed under the authority of the War Measures Act.

The Act provides for payment of compensation to seamen who are injured in the course of their employment, and to dependents of seamen who are killed in the course of their employment, and who are not covered in respect of the accident under any provincial workmen's compensation act.

A seaman who cannot claim compensation under any provincial compensation act is eligible therefore to claim for benefits under the Merchant Seamen Compensation Act, if he is employed on a ship of Canadian registry, or one under charter to a person resident in Canada or having his principal place of business in Canada if the ship is on a foreign or "home trade voyage". I might explain that a home trade voyage covers coastal trade voyages and is defined in the Canada Shipping Act, but does not include a voyage on inland waters in Canada; a foreign trade voyage is a voyage extending beyond the limits of a home trade voyage.

The amendments are very simple. They provide for an upward revision in the scale of benefits payable under the Act, having regard for the changes in the seamen's earnings and changes in living conditions which have occurred in the past several years since the passage of the Act.

Under the present provisions of the Act, claims are not considered where an accident does not result in disabling a seaman from earning full wages for seven days. We propose to reduce this period to four days. It is also proposed to raise

the ceiling of yearly earnings for use in the computation of compensation from \$2,500 to \$3,600.

The significant changes in cash benefits which are provided in the bill are as follows:—

1. The maximum payment towards the funeral expenses of a deceased seaman is increased from \$125 to \$200;

2. The amount of the monthly allowance or pension to the widow of a deceased seaman is increased from \$45 to \$50, and the same increase applies in the case of an invalid husband who was dependent on the earnings of a deceased wife employed on a ship;

3. Where there are dependent children as well as a widow or invalid husband, the monthly payment for each child under 18 years of age is to be increased from \$10 to \$15 and, in the event of the death of the widowed mother or invalid father, the monthly amount paid to the dependent children is increased from \$20 to \$25 for each child;

4. In the case of a deceased seaman who leaves no widow but leaves dependent children under 18 years of age, the monthly payment to each child is increased from \$20 to \$25.

I should explain at this point that the Act provides that the total compensation payable to the widow and children of a deceased seaman is not to exceed in any event the average earnings of the seaman prior to his decease.

5. The minimum amount of compensation to which an injured seaman is entitled for temporary total or permanent total disability which is now fixed at \$12.50 per week or the sum equivalent to the seaman's earnings if less than that, is increased to a minimum of \$15 per week, or a sum equivalent to the seaman's earnings if less than that.

On January 1, 1950, the responsibility for administering the Act, which previously had been vested in the Minister of Transport (Mr. Chevrier), was transferred to the Minister of Labour (Mr. Gregg) by virtue of an Order in Council passed under the Public Service Rearrangement and Transfer of Duties Act. This transfer of administration is given statutory effect in the amendments to the Act contained in this bill.

Since the Act came into force, or I should say since the regulations of 1945 were made effective, there have been 578 accidents reported as coming under the regulations or Act. The number has been declining year by year because the employing shipping companies covered by

the Act have decreased in number from 102 in 1947 to 66 in the last fiscal year. Their number has now increased to 90 as of this date.

Our Act covers seamen on ships of Canadian registry or operated by companies or persons with chief place of business in Canada. There has been a switch from Canadian to other registry to account for the decrease I have mentioned. This decrease has been counteracted in the current fiscal year by an influx of new registrations, mainly from Newfoundland.

As hon. members will know, we do not pay any compensation from federal funds. By the Act, shipping companies are required to place the necessary liability insurance to cover the risks of compensation arising under the Act. Payments of compensation by a company under the Act are covered by the insurance policy.

The claims for compensation arising under the Act are adjudicated by a board known as the Merchant Seamen Compensation Board composed of three officers of the public service.

Cost of administration was \$3,463 in the fiscal year 1951-52. Every employer coming under our Act pays \$25 a year, and there is an additional assessment on companies whose employees suffer accidents. This is an amount based on the number of such accidents, and equals the balance of cost of administration over and above that collected through the annual \$25 assessment.

We think this is a worth-while amendment to the Act, even if it does apply only to relatively few people. It is necessary for the protection of our seamen and their dependents. I am sure it will commend itself to the House.

Mr. P. C. Black (Cumberland): Mr. Speaker, . . . if I have any criticism to offer of this legislation it is that the compensation is not as large as it should be.

We all realize that this is a hazardous occupation. My information is that the compensation to be paid is not as great as that paid under workmen's compensation acts in some of the provinces, notably Ontario, Saskatchewan and Alberta. In order that these sailors may have proper protection they should receive maximum compensation for themselves and their families, equal to what is paid in any part of Canada. I should like to have an explanation from the Parliamentary Assistant as to why the basis of compensation is not on a scale equal to that paid as compensation anywhere else in Canada. This is especially important when we have in hand the

responsibility of protecting men who sail the seas and carry out this hazardous occupation. On the whole, we are in sympathy with the purposes of this legislation and are pleased to give it our support.

Mr. A. M. Robichaud (Gloucester): Mr. Speaker, I deprecate the fact that this bill applies only to a few people. In my submission legislation of this nature should apply, not only to seamen but to fishermen engaged in deep-sea fishing in Canadian registered vessels. I notice that by Section 2 the Merchant Seamen Compensation Act defines a seaman as being any person except a pilot, an apprentice pilot or a fisherman.

I have already drawn to the attention of this House and the Minister of Fisheries (Mr. Sinclair) the fact that there exists in France a law of assistance for merchant seamen and fishermen. The French law covers both the merchant seaman and the fisherman. Several of us from the Maritime Provinces have advocated in this House a system of assistance for fishermen. I submit that our fishermen should come within the ambit of a law of this kind so that in case of accident or death they or their relatives would receive compensation.

Mr. Angus MacInnis (Vancouver East): ...My only concern is that this revision shall be in harmony with what has taken place in the provinces during the last two years. The cost of living has increased considerably since 1946 and the workmen's compensation laws in the provinces have been changed accordingly.

I notice that in most provinces the rate of compensation is a certain percentage of the wage actually being earned. I understand that in this bill it will be a stated sum, although there is a minimum or floor below which it cannot fall. If the weekly wage being received is below \$15 a week, \$15 a week will be paid as compensation.

I believe there are four provinces, Alberta, Saskatchewan, Ontario and Prince Edward Island, where the maximum compensation is 75 per cent of the earnings. In most of the other provinces, if not in all, I believe the rate is 66½ per cent. What we should be concerned about at the moment is to be sure that the rates laid down in this bill meet the situation with regard to wages and compensation being paid under the workmen's compensation acts of the provinces.

The Hon. Member for Gloucester (Mr. Robichaud) has referred to compensation

for fishermen. This has been discussed in British Columbia where we have a fairly large fishing industry. I understand that where a fisherman is in the employ of an employer or a company, compensation is payable under the provincial compensation act. However, many fishermen own their own boats and are not employed directly by an employer. It would be most difficult to assess these fishermen for their own compensation.

Under our laws the employers create a fund out of which the compensation is paid and that is where the difficulty would be in bringing fishermen under a compensation act unless the Dominion Government was prepared to set up a fund out of which compensation could be paid under Dominion legislation.

I notice that the bill provides for an increase in the average earnings from \$2,500 to \$3,600 per annum, which as far as I know is equal to the highest prevailing in any Canadian province. That is the average earnings on which compensation is based and paid in the province of British Columbia. I believe the province of Saskatchewan has an average rate of \$4,000. The other change is that the Act is brought under the Minister of Labour (Mr. Gregg) instead of the Minister of Transport (Mr. Chevrier). I think that is a move in the right direction although I have no criticism to offer of the administration of the Act under the Minister of Transport.

Mr. Clarence Gillis (Cape Breton South): ...The Department of Labour has now taken the responsibility for administering the Act and I think it should advertise the fact that this type of legislation is available for merchant seamen and that they are covered by the Act. It is not generally known. I know of two cases where men had been injured or laid up for over a year. They knew nothing about this legislation until I had a talk with them, but the fact that the injuries occurred so far back did not make any difference to the Department when the cases were brought to their attention. They settled back to the date when the injury occurred. I think the Department of Labour should make it known that this legislation is available. Ship owners who have employees who could be covered by this Act should be notified that it is their responsibility to protect their employees, and that this legislation is available...

First, a board should be set up. It should not consist of just two or three civil servants who may handle the stray claim that may come in once in a while, but a section of the Minister's Department should

be made responsible for the administration of the Act. The board that is set up within his Department should undertake to advertise the Act in the press, indicating that it is available to seamen who may be injured. Secondly, ship owners should be advised that they can protect their employees under this legislation and, if they do not do so within a reasonable time, the Government may have to consider the question of making coverage mandatory, because I do not think you get too much co-operation from those companies...

Mr. G. F. Higgins (St. John's East): ... I welcome the bill in that it increases the disability and death benefits to seamen; but I question whether, in view of the increased cost of living, the benefits are sufficient to meet the present scale of expenses...

Motion agreed to, bill read the second time and the House went into committee thereon.

Mr. Coté (Verdun-La Salle): Before we proceed with an examination of this bill clause by clause, I might answer immediately the more important questions which have been raised during the debate on second reading. In the first instance, I should like to assure the Hon. Member for Cape Breton South that it is not optional for a ship owner to get protection under the Act. Under Section 29, which is not being amended by this bill, we find the following:—

Every employer shall cover, by insurance or other means satisfactory to the board, the risks of compensation arising under this act.

The measure of control that the board has is exercised through the collector or other chief officers of the Customs Department who, upon notification by the board, shall detain the ship complained about until he receives a notice from the board that he may release the said ship. I believe, therefore, there is full protection...

There was a question raised as to the minimum pension per week payable, and the minimum of \$15 which is being provided in the amending bill. That is not necessarily the minimum. The amount paid may be less than that if the wages or the average earnings are less than \$15 per week, but in any other event the minimum is \$15 per week.

I should like to mention now the \$3,600 ceiling on annual earnings. One of the members who participated in the debate misinterpreted that clause of the amending bill. This means that the maximum yearly earnings could be used as a basis for the computation of the compensation, but the

compensation is not necessarily calculated on \$3,600. It will be calculated on the average earnings during the twelve months preceding the accident.

Mr. Browne (St. John's West): But if they do exceed \$3,600, you are brought down to \$3,600?

Mr. Coté (Verdun-La Salle): Yes, that is so...

So far as government employees are concerned, their protection is derived from the application of the Government Employees Compensation Act, so there must not be any misunderstanding on that particular point. Much has been said about the relatively low proportion of the increase which we are making in the compensation. I wish to remind the committee that the field of workmen's compensation is one which primarily falls under provincial jurisdiction. It is only in an incidental way, to supplement the provincial legislation, that we have under federal authority the Government Employees Compensation Act and the Merchant Seamen Compensation Act.

Our officials have thought that the scale of benefit which would compare reasonably well with the scale of benefits prevailing under provincial legislation in that field should be a fair one. In this particular instance, when one refers to the monthly payment to a widow being raised to \$50, one should recall that in all provinces, except Saskatchewan and British Columbia, the monthly payment to a widow is \$50 or less. Only in Saskatchewan is it above that amount, namely, \$60 a month, and in British Columbia where the monthly payment to a widow is \$75. Therefore this rate does compare well enough with the rates in effect in the provinces.

While I am making comparisons with the provisions of provincial workmen's compensation acts, I might say that the ceiling on annual earnings which we are setting at \$3,600 does compare with \$3,000 in Newfoundland, \$2,500 in Prince Edward Island, \$3,000 in Nova Scotia, \$3,000 in New Brunswick, \$3,000 in Quebec, \$4,000 in Ontario, \$3,000 in Manitoba, \$4,000 in Saskatchewan, \$3,000 in Alberta and \$3,600 in British Columbia.

Another point made has been the advisability of including fishermen in the coverage of this Act. The matter has been raised several times.

Mr. Gillis: Before you leave the income question, on what percentage of that income do you compute the rate? Your ceiling is \$3,600. How much of that \$3,600 are you using? In some of the provinces it is 75 per cent; in others it is 66½ per cent.

Mr. Coté (Verdun-La Salle): It is two-thirds, 66⅔ per cent; no change is being made there.

Mr. Black (Cumberland): Why does the Department accept the lowest percentage of benefit that is paid in any province, and does not accept the 70 per cent paid in some of the provinces and 75 per cent paid in four of the provinces?

Mr. Coté (Verdun-La Salle): I may say, in reply to that, that the provisions of the Merchant Seamen's Compensation Act apply mainly to transportation in the lower St. Lawrence, in the Maritimes and in Newfoundland; and if any one will compare the rates that we are setting up with the rates prevailing under provincial legislation in that part of the country I think he will agree that we are doing well enough ...

I was about to mention the advisability of including fishermen under the coverage of the Act. The matter has been studied thoroughly but there is one fundamental difference in the fishing industry and in the transportation industry which we are covering in this Act. In the fishing industry the ships do operate out of ports in their own province to the ports where they originated. It is not a matter of communication by water from a province to a province or out of a province abroad to another country. In the matter of the fishing industry, most of the provinces have already extended reasonable coverage to the fishermen. For instance, the commercial fishermen are fully covered by provincial legislation in the provinces of Ontario, Manitoba and British Columbia. The Quebec legislation applies to commercial fishermen if more than 60 per cent of the personnel are employed. In New Brunswick the legislation covers commercial fishermen if more than 50 per cent of the personnel are employed; in Saskatchewan commercial fishermen are excluded by the legislation. In Alberta coverage of commercial fishermen may be obtained by application, and under the Nova Scotia and Newfoundland acts fishermen are not covered in the same manner as other employees, but employers are required to carry liability insurance to provide assurances of payment of compensation. The field of protection to the fishermen is already occupied by the provinces ...

The Chairman: I think at this point we should proceed section by section, in order that we may have orderly discussion. We are now having questions asked which really are related to the sections in the bill. It would seem to me that the questions could more properly be asked under the sections.

On Section 1—*Minister*.

Mrs. Fairclough: ...Are there any companies already covered by a provincial workmen's compensation board which would govern the home ports of the ships, and which would also fall within the terms of this Act? Does the Parliamentary Assistant know of any companies already covered by a provincial board either on application or through compulsion?

Mr. Coté (Verdun-La Salle): The basis of application of the Act is that no coverage shall be afforded by provincial legislation or by our own Government Employees Compensation Act. This Act applies only with those two reservations. There is no alternative.

Mrs. Fairclough: I am not thoroughly familiar with the provincial acts of all the provinces, but I know that in Ontario it is possible for a company to obtain coverage in many instances on application, even though it does not fall within the strict application of the Act. It seems to me that some of the larger shipping companies may have made application to a provincial board for coverage for their employees, and still fall within the scope of this Act. Can the Parliamentary Assistant say whether he has knowledge of the existence of any such dual coverage?

Mr. Coté (Verdun-La Salle): I do not know of any such applications.

Mr. Browne (St. John's West): Who constitute this board? Where are they located? Do they make an annual report?

Mr. Coté (Verdun-La Salle): The chairman of the board was, until recently, A. H. Brown, who was Assistant Deputy Minister of Labour. The members were B. J. Roberts of the National Harbours Board, who acts as vice-chairman, and Captain G. L. C. Johnson, Assistant Supervisor of Nautical Services in the Department of Transport.

Mr. Browne (St. John's West): Where are they located?

Mr. Coté (Verdun-La Salle): In Ottawa. They are civil servants living here.

Mr. Browne (St. John's West): Do they make any report on their activities?

Mr. Coté (Verdun-La Salle): They report to the Minister of Labour.

Mr. Browne (St. John's West): Does the Minister of Labour make any report on their activities? Where can people find out what they have been doing?

Mr. Coté (Verdun-La Salle): Their report is contained in the annual report of the Department. I would refer my hon. friend to the one tabled for the last fiscal year.

Section agreed to.

Section 2 agreed to.

On Section 3.

Mrs. Fairclough: I realize that this Act has been in effect actually for a comparatively short time, and that the amounts set out for burial expenses compare favourably with similar expenses in some of the provinces. However, it is still an extremely low figure. In these days, when all costs are very high, funeral costs in particular, it would seem to me that the amount set out here is a ridiculously low figure... While some living costs have doubled and others have trebled. I think funeral expenses have reached an all-time high. Were those facts considered when arriving at this figure?

Mr. Côté (Verdun-La Salle): One of the purposes behind this measure was to take into account the rise in the cost of living. That is why the main feature of the bill is an upward revision of the scale of benefits. The basis upon which these rates have been established has been, to a great extent, comparable figures prevailing under provincial workmen's compensation acts. We have taken inspiration from the rates applied by provincial boards. As there are ten provinces, and the rates vary from province to province, we have tried to strike a happy medium and, in the over-all picture, promote a worth while improvement in the Act.

Mr. Black (Cumberland): Does the Parliamentary Assistant consider that the provision for \$50 a month for a widow, as set out in Section 3(2)(d), is sufficient? It states that where the widow or an invalid husband is the sole dependent, there shall be a monthly payment of \$50. It seems to me that is entirely too low a compensation at today's living costs. Upon what standard did the Department base that figure? What do they compare to? What standard do they accept in order to establish \$50 as being adequate compensation for a widow under these conditions?

Mr. Côté (Verdun-La Salle): I agree with the hon. member that this amount is certainly not excessive, but it compares with the monthly pensions to widows in all provinces except Saskatchewan and British Columbia where the amounts are \$60 and \$70 respectively.

Mr. Black (Cumberland): Could not the Minister, the Department and the federal Government set a standard for those provinces which the Parliamentary Assistant admits make too low a payment? If that is the basis on which they have established this payment of \$50, why should not the federal Government and this Parliament set a standard for those provinces which are considered to be too low?

Mr. Côté (Verdun-La Salle): Workmen's compensation legislation is under the jurisdiction of the provinces. This is intended to be supplementary to the workmen's compensation coverage. If our rates compare favourably with those of the provinces I think under those circumstances we could hardly be blamed.

Mr. MacInnis: I think the rate of \$50 is too low. The \$45 which was paid in 1946 was really a larger amount than the \$50 being suggested here. However, I must agree with the Parliamentary Assistant that the payments provided in the bill are not out of line with the average payments in the provinces. In Saskatchewan the payment for a child under 16 years of age is \$25, and this bill provides for a payment of \$25 for each child under the age of 18 years...

Mr. Browne (St. John's West): I do not think the Parliamentary Assistant has answered the argument. If \$45 was considered by the Dominion Government in 1946 as being suitable compensation, how can it justify a payment of \$50 today? The cost of living has increased at least 90 per cent and I submit that there should be a higher payment for widows...

It would take at least \$75 to equal the \$45 that was paid in 1946. It would not cost the federal Government anything because they are going to be insured...

Section agreed to.

On Section 4—*Minimum compensation.*

Mrs. Fairclough: The wording of this section seems to be a little ambiguous where it says:—

—shall not be less than fifteen dollars per week or, where his average earnings are less than fifteen dollars per week, the amount of such earnings,—

Mr. Côté (Verdun-La Salle): Perhaps it would be clearer if before the words "the amount of such earnings" the words "shall be" were added.

Mrs. Fairclough: Should it not be, "except where his average earnings are less than fifteen dollars per week"?

Mr. Côté (Verdun-La Salle): That would be another way of arriving at the same thing.

Section agreed to.

Sections 5 to 12 inclusive agreed to.

Title agreed to.

Bill reported.

Mr. Deputy Speaker: Shall this bill, by leave, be read the third time now?

An hon. Member: By leave.

Mr. Gregg moved the third reading of the bill.

Motion agreed to, bill read the third time and passed.

Union Organizations Submit Annual Briefs to Cabinet

Canada's four major labour organizations last month presented their annual memoranda to the Cabinet. Criticism of proposed amendment of Criminal Code appeared in all four presentations

During a two-week period last month, delegations from Canada's four major labour organizations submitted their annual memoranda containing proposals for legislative and administrative changes to the Cabinet at Ottawa. The Trades and Labour Congress of Canada presented its brief on March 3, the Canadian Congress of Labour on March 6, the Canadian and Catholic Confederation of Labour on March 10, and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods on March 13.

All four briefs expressed concern at some sections of the proposed revision of the Criminal Code. Subjects also mentioned in all briefs included housing, taxation, unemployment insurance and old age pensions.

Trades and Labour Congress of Canada

TLC criticizes Government's taxation policies and requests improvements in old age security legislation, national labour code, housing and proposed amendments to Criminal Code. Price controls again urged

Criticism of the Government's taxation policies and varied requests for improvements in Canadian labour and social laws were contained in the annual memorandum to the Cabinet presented by the executive council of the Trades and Labour Congress of Canada on March 3. The major requests dealt with old age security, health insurance, unemployment insurance, the national labour code, housing, proposed amendments to the Criminal Code, price controls and immigration.

One of the largest sections in the brief was that containing the TLC's requests on behalf of government employees. Among the things requested were the five-day week for all government employees and overtime payments at time and one-half and sick leave for prevailing rates employees.

Percy R. Bengough, TLC President, who read the memorandum, departed from his prepared text to pay tribute to Dr. Arthur MacNamara, former Deputy Minister of Labour, whose retirement effective March 4 had just been announced.

The Prime Minister, Rt. Hon. Louis S. St. Laurent, thanked Mr. Bengough for "this tribute to the services which Dr. MacNamara has rendered over the years to the economy of Canada.

"We are conscious," he continued, "of the contribution he has made to the development our country has experienced during the last few years."

The Prime Minister also commented on the selection of A. H. Brown to succeed Dr. MacNamara as Deputy Minister of Labour, expressing confidence that his experience in the Department would "serve him in good stead" in his new responsibilities.

The TLC's annual legislative submission also called for action on a Bill of Rights, federal aid to both primary and secondary education, government annuities and the elimination of level crossings.

In his reply to the memorandum, the Prime Minister referred specifically to only a few of the TLC's requests; he pointed out that the brief would have to receive consideration by various government departments and that all the requests could not be dealt with at the current session of Parliament. He did speak on the pleas for a Canadian Bill of Rights, for federal aid to primary and secondary education, for a system of collective bargaining for government employees and for improvement in the working conditions in the postal service.

Union Charter for the Cabinet?

During the Prime Minister's reply to the TLC brief, he said: "If we were going to attempt seriously to implement your recommendations that all the representations you have made here be dealt with before this session ends, it would require many hours more than eight per day."

To which TLC President Bengough replied that there were enough Cabinet members present to form a union. If you apply for a charter, he said, we will grant you one.

"Cabinet Minister's Local No. 1," suggested Finance Minister Abbott.

Fourteen members of the Cabinet attended the presentation. The labour organization's delegation numbered close to a hundred union representatives.

Taxation

Dissatisfaction with some aspects of the Government's recent budget and disappointment at the failure to adopt previous TLC taxation requests were expressed in the memorandum. "Our members," the brief declared, "feel very strongly that the time has come for a considerable re-orientation in taxation policy so that the load will be spread more evenly over the whole population."

The TLC repeated its request for increased personal exemptions—\$3,000 for married persons, \$1,500 for single taxpayers and \$400 for each child—for exemption from taxable income of out-of-town travelling and living expenses of workers in the building and construction trades, and for exemption of the cost of tools from income tax. The submission reiterated the TLC's objection to all forms of sales tax.

Departing from his prepared text, Mr. Bengough added a request that the cost of prescribed drugs be included in the medical expenses a taxpayer can claim as a deduction. "In many cases the cost of those drugs far exceeds the other medical expenses," he said, "and we feel that an exemption should be allowed for that added cost."

Social Security Program

Old Age Security

The TLC again asked for a lowering of the qualifying age for old age pensions to 65 years for men, 60 for women, and for an increase in the amount of pension to \$65 monthly. The same increase in

the amount of old age assistance payments was requested.

Health Insurance

Expressing "great disappointment" at statements that the Government is not yet prepared to proceed with a measure of national health insurance and pointing to the growth and variety of prepaid health plans, the TLC's brief declared that "only a public scheme can provide adequate health services on a prepaid basis to all of the people of Canada."

The memorandum then requested the establishment of a national health insurance plan:

Thus we again repeat our urgent request for the establishment of a national health insurance plan providing medical, surgical and dental services, accident and hospitalization benefits, and treatment for the mentally ill, financed by individual prepayment and government subsidy, and to be made available to the individual without cost at the time of need.

Unemployment Insurance

While welcoming the changes and improvements in the Unemployment Insurance Act during the past year, the TLC in its submission expressed the conviction that "still further improvements are necessary and desirable". Specifically mentioned was a further increase in the amounts of weekly benefits.

The major change in the Act requested by the delegation was the extension of the Act to provide benefits to workers who are out of work because of illness.

In the TLC's view, administration of such a provision could be carried out by the present Unemployment Insurance Commission. The provision would apply to the same employees now covered by the Act; the system of contributions and benefits would be similar; the benefits would be paid to insured employees when sickness resulted in loss of earnings, on presentation of a doctor's certificate.

"Those who are unemployed through sickness should receive benefits as a right," Mr. Bengough emphasized in a departure from his prepared text, "and there should be no suggestion of any means test."

The TLC repeated its request for the inclusion of all employees under the Act, calling attention especially to employees of hospitals, of governments, in horticulture and in accessible portions of agriculture.

Labour Legislation

National Labour Code

Four amendments to the Industrial Relations and Disputes Investigation Act were recommended by the TLC.

They were: (1) that the provisions of the Act be extended to cover all employees of the Government, including those on hourly rates; (2) that the check-off of union dues become mandatory on the employer when this is properly authorized by the recognized bargaining agency; (3) that in a dispute between more than one union and an employer the Minister of Labour shall appoint one conciliator or one conciliation board to deal with the entire matter when requested by the unions concerned to do so; and (4) that the Canada Labour Relations Board be expanded in membership to include alternates as well as members.

Vacations with Pay Act

Legislation providing for minimum vacations with pay for all workers within federal jurisdiction was recommended. Such legislation is now "fairly general" throughout the provinces, the brief pointed out. The TLC requested that the law establish a minimum of two weeks' vacation with pay and at least nine statutory holidays with pay each year.

Fair Wage Act

A Fair Wage and Conditions of Work Act combining the provisions of the present Fair Wage Act and those of Order in Council P.C. 5547 was requested in the TLC submission. The present Act, the memorandum pointed out, applies only to the building and construction trades; the Order in Council establishes wages and other conditions for other workers on government projects.

Three adjustments to the Government's Fair Wage Policy were recommended:—

1. Where government projects are distant from the labour supply centres, the wages and working conditions should be no less favourable than those in the labour supply centres.

2. The Fair Wage Policy should apply to all government contracts, including those entered into by the Post Office.

3. Where contracts are let to firms in a "single industry" centre, the wages and working conditions should be no less favourable than those in other plants in the province producing essentially similar products where wage rates and working conditions are governed by collective agreements.

Housing

"Our affiliated membership is greatly disturbed over current housing conditions and the failure of our Government to provide due encouragement to home-building," the TLC memorandum declared.

Asserting that labour and material shortages no longer exist, the brief "urgently" recommended lower down payments on new housing units. "The maximum down payment on new homes should be reduced to not more than ten per cent," the TLC declared, "and the term of the mortgage loan should be extended sufficiently to allow the monthly payments to fall within the purchaser's ability to pay. We particularly urge you to provide that reasonable low interest rates will be charged on mortgage loans."

Criminal Code

Two comments on the proposed revisions to the Criminal Code were made in the TLC memorandum. On the one hand the labour body requested a strengthening of the law as protection against subversive elements and, on the other, a clarification of the sections of the Code dealing with damages arising out of a cessation of work.

"We would favour," the brief stated, "some strengthening of the criminal law which would serve to protect the interests of Canada from the activities of those who seek to be known as and to enjoy all the privileges of Canadian citizens while at the same time owing allegiance to an authority outside of Canada whose purpose is to undermine our Canadian democracy and the eventual overthrow of our electoral system."

Referring to the sections of the Code that deal with damages to persons and property arising out of a cessation of work, the TLC expressed the desire that it be made "abundantly clear" that the proposed revisions are not aimed at "the lawful activities of *bona fide* trade unionists.

"We earnestly recommend," the brief continued, "that a section be added to the Code expressly setting out that such sections of the law apply only to criminals and criminal negligence and not to persons engaged in a lawful industrial dispute."

Government Employees

The single subject that was given most space in the TLC's memorandum was government employees. In its submission on this subject the labour body dealt with the five-day, 40-hour week for all government employees on a year-round basis; the payment of overtime rates;* sick leave for

*An Order in Council tabled March 16 provides for overtime wage-rates at time-and-a-half for operating staffs (as distinct from administrative staffs) of government departments for hours worked in excess of 48 in the week. Straight time will be paid for hours in excess of 44 but fewer than 48.

prevailing rates employees; the provision of collective bargaining for the public service; amendments to the prevailing rates policy; and working conditions of Post Office employees.

The question of government employees also appeared in the introduction to the memorandum, where the TLC said: "We believe that our Government, in its capacity of possibly the largest employer in Canada, should be a model employer and most certainly should not, as presently obtains for employees in some branches of government service, lag behind the general run of fair employers in private industry."

While requesting the provision of a system of collective bargaining for government employees, the TLC did not wish to see the prevailing rates policy revoked in the meantime, although it felt some amendments were urgently needed.

The prevailing rates regulations fail, the TLC asserted, in places where government operations overshadow private operations. The Halifax Dockyard and the Government Printing Bureau in Ottawa were cited as examples.

"In Halifax most employees are working for the Government," TLC President Bengough added. "But when it comes to setting wages, the wages of hundreds are considered to govern the wages of thousands. That is not a fair wage policy at all."

The TLC would like to see the prevailing rates regulations amended "to give the Minister of Labour more discretionary power in the establishment of wage rates".

Disappointment was voiced at the Government's refusal to establish the five-day week for the public service generally and at its decision to exclude operational undertakings such as the Post Office when the five-day week is granted. "This is class discrimination which we greatly deplore," the memorandum declared.

Departing from the printed text, Mr. Bengough criticized the decision to establish the five-day week only in those cities where such a work week predominated in private industry. "The list includes only two cities in British Columbia, 21 in Ontario, one in Quebec and no centre in the Maritimes or in the Prairies," he pointed out. "We are at a complete loss to understand why such centres as Edmonton, Calgary, Saskatoon and Winnipeg were not included. Although we wholeheartedly disagree with the Government's policy of establishing the five-day week on this piecemeal basis, we earnestly request that the list of centres be extended

at once to include at least the following: Victoria, Edmonton, Calgary, Regina, Saskatoon, Winnipeg, Moncton and Sydney."

Other Requests

Immigration

Again this year the TLC requested that the Department of Labour be given the responsibility for immigration and that an immigration commission, with equal representation from labour, management and government, be established.

The memorandum contained an expression of pleasure that a previous request for the restriction of immigration during the winter has been adopted in part but stated that "we cannot fully subscribe to all the methods being used".

Price Control

Because wages "can never catch up with rising prices" until after the damage has been done, because such damage "can never be repaired no matter how far prices may sink in a later period", and because "even if prices dropped substantially from present levels many of the necessities of life would still be out of reach of families in the medium and lower income groups", the TLC wants price control to be a continuing national policy. Also desired is the subsidization of basic foods.

The delegation repeated last year's request for a prices and trade board with labour representation which would have to approve applications for price changes, and for a 100-per-cent excess profits tax "to act as a deterrent to those who wish to take all that the traffic will bear and also as a means to defray the cost of the subsidization program".

Fair Employment Practices Act

The Government was commended for its decision to introduce a Fair Employment Practices Act, for its amending of the Unemployment Insurance Act to prohibit discrimination by National Employment Service officers in the referring of job applicants, and for its provision that discrimination in hiring and employment under government contracts shall be a breach of the contract.

On the subject of discrimination, the TLC requested the outlawing of restrictive covenants in land and property contracts.

British North America Act

The TLC recommended amendment of the British North America Act to include a Bill of Rights and to provide for the establishment of uniform labour and social laws throughout the whole of Canada.

Annuities

"Greatly deploring the failure of the Government" to improve the status of government annuities, the memorandum urged the introduction of amendments to bring the annuities into line with present-day conditions.

Federal Aid for Education

Believing that there should be greater equality of educational and post-school opportunities in Canada and that this can be accomplished only through federal financial assistance, the TLC requested federal aid for both primary and secondary education.

Conclusion

In a concluding section to its memorandum, the TLC repeated its offer to co-operate with employers and the Government in the promotion of production and the social betterment of the Canadian people. In the introduction to its brief, the Congress, while congratulating the Government for its actions in international affairs, expressed the belief that the Government should take more specific steps towards encouraging and assisting Canadian citizens to develop sound social and economic security.

Government's Reply

Delivering the reply for the Government, Prime Minister St. Laurent, pointing out that it would be "almost impertinent" for him to discuss such a full presentation in the time available, dealt specifically with only four of the requests made by the TLC.

On the request for amendment to the constitution to include a Bill of Rights, he said that would require the co-operation and acquiescence of all the parliamentary institutions in Canada. Such an amendment would be desirable, he said, but pointed out that rights written into legislation do not always guarantee those rights in practice.

"I do not know that there is any constitution in the world which has more admirable provisions expressed in its terms," he continued, "than that of the Soviet Union; but we are not too favourably impressed with the way in which those admirable principles enunciated in that constitution are in fact applied to the daily lives of those who live under it."

On the request for action at this session on the TLC recommendations, the Prime Minister pointed out that it is not the Government that determines the pace at which parliamentary business is disposed of.

The TLC request for the adoption of a system of collective bargaining in the

public service has been getting consideration for a long time, Mr. St. Laurent said. He pointed out that long ago another system had been set up and that it is the Civil Service Commission, not the Government, which controls employment in the government service.

"It may be that another system will some day replace this one; but that is the system that is still there," he went on. "I feel quite sure that at this time, as we are probably approaching an election, no party would want to go to the country and say: 'Here, we are going to do away with the civil service system and substitute something else.'"

There will have to be a long process of education in respect to the system of recruiting for the public service before it becomes more closely akin to that which prevails among good employers in private enterprise, he added.

In reply to the requests concerning the Post Office, the Prime Minister reminded the delegation that a bill to improve the postal service had been referred to a committee and remarked that there would probably be an opportunity for discussion by the committee of some of the problems cited by the TLC.

On federal aid to education, he said:—

We tried federal aid to universities just two years ago. We were able to do that once in all the provinces but this year we do not seem to be able to do it everywhere because of misgivings over the possibilities that it might mean some interference by the central authority with the exclusive control and jurisdiction of the provincial authorities over this important matter of education.

"I do not know that it is going to be possible for us to do everything you recommend," the Prime Minister concluded, "but we are always anxious to give consideration to any representations made by the labour organizations of our country, because we honestly believe that they are not made from selfish motives to serve any individual private interest but they are made in the view that they would be good things, if they could be realized, for the Canadian economy."

Cabinet Members Present

Accompanying the Prime Minister at the presentation of the TLC memorandum were: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Rt. Hon. J. G. Gardiner, Minister of Agriculture; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of

Transport; Hon. D. C. Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue; Hon. Wishart Robertson, Leader of the Government in the Senate; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson,

Minister of Justice; Hon. R. H. Winters, Minister of Resources and Development; Hon. Gordon Bradley, Secretary of State; Hon. Walter Harris, Minister of Citizenship and Immigration; and Hon. Alcide Côté, Postmaster General.

Canadian Congress of Labour

CCL gives first place in memorandum to international affairs, asking for closer consultation with labour on major international questions. Health insurance and national labour code among other things sought

A request for closer consultation with labour on major international issues was given first place in the annual memorandum of the Canadian Congress of Labour to the Federal Cabinet on March 6. Calling attention to the Department of International Affairs recently established by the Congress, the brief stated:—

“At this critical period in world history, the Congress believes it is highly desirable that Canadian foreign policy be fully understood by, and have the support of, representative Canadian organizations. While the Government has recognized the advisability of consulting these organizations on major national questions, it has rarely done so in the past on vital international issues. As a result, bodies such as our Congress have had little opportunity to ascertain the factors underlying many policies adopted by the Government in foreign affairs.”

One of the functions of the new department, the brief pointed out, is to assist in making known to the Canadian Government the views of Congress on international questions of concern to labour.

The Congress asked that a committee, representative of all organizations in the country, be set up to act in an advisory capacity to the Canadian delegation at the United Nations General Assembly, similar to the one operating in the United States. Establishment of consultative machinery in connection with economic assistance programs such as the Colombo Plan was also requested.

Urging increased aid for economically underdeveloped countries, the CCL drew attention to the “active role” it is playing in this field. It is, it said, “contributing more per capita to the regional activities fund of the International Confederation of Free Trade Unions than any other affiliate of that organization.”

Major requests of the Congress on the national level covered a wide range; they included establishment of a national health insurance scheme, adoption of a national labour code, improvements to the Unemployment Insurance Act and extension of unemployment insurance benefits, co-operation with provincial and municipal governments in providing subsidized low-rental housing, and the setting-up of an immigration advisory committee.

The delegation was headed by President A. R. Mosher and included representatives of affiliated unions. Donald MacDonald, Secretary-Treasurer of the Congress, read the brief.

In his reply, the Prime Minister assured the delegation of the Government's deep concern with the matters presented in the memorandum and said they would receive careful consideration. He expressed appreciation that in the various representations the Congress bore in mind the interests of the Canadian people as a whole.

National Health Insurance

The CCL repeated its request for the establishment of a national health insurance plan and asked for the appointment of a parliamentary committee to go into the whole question and to make recommendations.

“The biggest single gap in our social security system,” it said, “is the lack of health insurance. We have been talking about it since 1919.” The Government, it said, is committed to health insurance but it seems to be on a “this year, next year, some time, never basis”. Describing as a “hodge-podge” and “not good enough” the variety of plans at present in existence, the brief declared “the time has come for action.”

National Labour Code

Pointing out that considerable variation exists in the terms, interpretation and enforcement of provincial labour laws, the Congress urged the adoption of a National Labour Relations Act to ensure uniformity in labour legislation and administration throughout Canada. The expansion and development of Canadian industry on an interprovincial basis make it more essential than ever, said the brief, that such an Act be adopted.

The Congress would like to see included in such a labour code specific provision for the outlating of company unions, voluntary check-off of union dues, removal of the provision for the revocation of certification at the request of an employer and effective enforcement of penalties.

Unemployment Insurance

Reiterating its assertion that the unemployment insurance fund is over-funded, the Congress prophesied a balance of a billion dollars in the near future if the present rate of employment is maintained. There is room for substantial improvements to the Act without the need for further contributions, it said.

The Congress expressed strong opposition to any reduction in the daily rates of contribution, suggesting instead an increase in the benefit rates. "The present rates of contribution are not burdensome. The present rates of benefit are thoroughly inadequate," it said. "To reduce contributions is just about the worst possible use to which the fund's surplus could be put. The simple, obvious, right and sensible thing is to raise the benefits."

As measures to improve the Act, the brief recommended: (1) a further increase in the benefit rates and the creation of two new insurance classes to replace the top income class; (2) elimination of the non-compensable days and the waiting period; (3) further extension of the period of supplementary benefits; and (4) recognition of compensable days of illness.

The time has come, the brief stated, to introduce a sickness disability scheme to protect workers against loss of income during illness. Such a scheme, it suggested, could supplement unemployment insurance, be administered by the Commission and be financed in part out of the "large balance" in the unemployment insurance fund.

Housing

The Congress again urged adoption of a low-rental housing scheme. "The Govern-

ment could and should," it said, "do a great deal to stimulate local initiative and provincial co-operation in this field."

Anticipating a backlog of demands for 735,000 dwellings by the end of the year, the CCL said the Government's immigration program will make "a bad situation worse, unless prompt and effective action is taken to provide subsidized low-rental housing". A housing program, the brief added, would be an excellent way to take up any slack in employment following a tapering-off of the defence program.

Immigration

In proposing the setting-up of an Immigration Advisory Committee, the CCL expressed the view that a good immigration policy can do much to strengthen and enrich the nation and to preserve peace. A committee representing labour, management and the general public, it said, would keep the Government informed on what people are thinking and feeling.

Criminal Code

Revision of the Criminal Code, especially of those sections affecting picketing and the right to strike, is of "crucial" importance to the whole labour movement, the brief declared. If Sections 365 and 372 of Bill 93 remain as they are, "unions of every kind, all over the country, may find themselves totally unable either to strike or to picket legally, even in the most peaceful way".

Congress, stated the brief, took full advantage of the opportunity to present its views to the House of Commons committee, when it asked particularly: (1) to have a subsection added to Section 365 to ensure that the section would not apply to unions and collective agreements; (2) to have Section 372 deleted, and replaced (with necessary amendments) by the sections of the present code which it purports to condense (or, alternatively, to add a proviso similar to the one suggested for Section 365); and (3) to have the Canadian law on peaceful picketing brought into line with the British law, expressly legalizing not only the communication of information, but also peaceful persuasion.

1953 Budget

The CCL expressed "deep regret that the 1953 budget, which has been referred to as a 'social dividend' budget, appears rather to be a 'business dividend' budget." Congress, the brief stated, had urged that the sales tax be reduced and income tax exemptions raised "but nothing had been done in this respect". Income lost through tax reduc-

tions granted to corporations, it said could have been used to extend assistance to under-developed countries and to finance a national health scheme.

Although appreciating the reduction in the floor on deductible medical expenses for income tax purposes, the Congress regretted that the Minister of Finance had not seen his way to allowing the full amount of such expenses to be deductible.

Disappointment that the sales tax had not been reduced was also voiced.

Other Requests

Education

Commending the Government for its valuable assistance to the provinces through its vocational training program and grants to universities, the Congress "strongly urged" the Government to do everything possible to provide equal educational opportunities for all Canadian children.

Labour Representation

The CCL again urged the Government to appoint a representative of labour on the Dominion Coal Board and to appoint workers' delegates and advisers to the sessions of the International Labour Conference in accordance with the Treaty of Versailles.

Textile Industry

In again calling attention to the "depressed state of the textile industry," the brief stated that, although there had been some improvement in the last year, many textile workers were still unemployed or working on short time while at the same time imports of textiles had increased. The Congress urged that a survey be made of the industry with a view to providing adequate protection against dumping and other unfair competition.

Deduction of Union Dues

To relieve unions from the necessity of having to provide receipts for income tax purposes for union dues paid under the check-off plan, the brief urged that space be provided on T-4 income tax forms for employers to record the amount of dues deducted.

International Affairs

The Congress regretted that the Government had not supported a proposal to establish a Good Offices Commission to deal with the Franco-Tunisian dispute. Regret was also expressed at the abstention of the Canadian delegation to the United Nations from voting on the Arab-Asian resolution calling for the setting-up of a United Nations commission on the racial

situation in the Union of South Africa. The CCL urged the federal Government to give "leadership in matters of this kind, particularly where there is an obvious violation of the principles and purposes of the United Nations Charter".

Additional Recommendations

The Congress also recommended:—

Adoption of a Bill of Rights, along the lines of the United Nations Universal Declaration of Human Rights.

Removal of the restrictions on employment of older workers in the government service.

Equal pay for equal work for men and women.

Increase in the blindness allowance to at least \$50 per month, and abolition of the means test.

Establishment of a national fuel policy, with special attention to the coal mining industry in the Maritimes and western Canada.

Provision of old age pensions of \$65 per month at 65 years of age, without a means test.

An increase in family allowances to compensate for the rise in the consumer price index.

Government endorsement of the adoption of a World Calendar.

Collective bargaining rights for Government employees.

Statistics

Congress expressed satisfaction with the new consumer price index. It also expressed appreciation of the new policy of the LABOUR GAZETTE in "carrying a special up-to-date supplement on the labour market situation".

Government's Reply

Replying for the Government, the Prime Minister, Rt. Hon. Louis St. Laurent, expressed appreciation of the CCL's concern for the welfare of the Canadian people as a whole. "This is as it should be," he said. He assured the delegation that the representations contained in the brief would receive careful consideration by the Government and the federal departments concerned.

Although the view was expressed with respect to some of the subjects that progress had not been as rapid as was hoped, the Prime Minister said, he appreciated the fact that the brief recognized that "we are all travelling in the same boat" and that improvement of the Canadian situation as a whole "benefits each and every one of us individually".

Referring to the division of jurisdiction between the federal and provincial legislatures, Mr. St. Laurent said "it is a ticklish proposal to suggest the transferring of any activity from one jurisdiction to another". But progress in that direction has been made, he felt, and he thought that Canadians generally recognize that it has not impaired the efficiency and stability that was provided by the constitution in 1867. Mr. St. Laurent cited the setting-up of the Unemployment Insurance Commission, the introduction of family allowances and old age pensions.

Requests which received direct comment by the Prime Minister were: (1) a Bill of Rights; (2) aid to economically under-developed countries; and (3) the unemployment insurance fund.

On the question of a Bill of Rights, the Prime Minister gave the same reply as he had to the Trades and Labour Congress (see p. 535).

In regard to increased aid to economically under-developed countries, such aid, said the Prime Minister, can be most effective if directed towards helping these people to help themselves.

Turning then to the unemployment insurance fund, the Prime Minister thought it should be a source of satisfaction to all to know that there is an accumulated fund. We cannot isolate our economy from that of the rest of the world, he said, and the fund should be kept as a "nest egg" against the possibility of unemployment in the future.

All your points—"a national fuel policy is one of them"—the Prime Minister concluded, will receive the most attentive consideration.

A. R. Mosher

President A. R. Mosher, in thanking the Prime Minister and the members of the

Cabinet for their courteous hearing, expressed disappointment that time did not permit them to deal fully with "some of the hardy perennials which we have brought before the Government year after year".

Referring in particular to labour representation at the ILO, he said it was "beyond the comprehension" of the CCL that it was not consulted with respect to the selection of delegates.

Mr. Mosher reiterated the CCL's concern over the proposed amendments to the Criminal Code. He hoped the Government would see their viewpoint and realize the damage that might be done to the labour movement, and to the freedom and rights of individual citizens, if some changes are not made with respect to the proposed amendments.

Cabinet Ministers Present

The Congress was received by the Prime Minister, the Rt. Hon. Louis St. Laurent, accompanied by Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of Transport; Hon. D. C. Abbott, Minister of Finance; Hon. J. J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; Hon. R. H. Winters, Minister of Resources and Development; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. W. E. Harris, Minister of Citizenship and Immigration; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. Alcide Côté Postmaster General; and Hon. R. O. Campney, Associate Minister of Defence. Paul E. Côté, Parliamentary Assistant to the Minister of Labour, was also present.

Canadian Catholic Confederation of Labour

Postponement for at least one year of final examination of proposed revision of Criminal Code urged by CCCL. Changes also suggested in Unemployment Insurance Act, National Housing Act, and Income Tax Act

The Canadian and Catholic Confederation of Labour, in its annual brief presented to the federal Cabinet March 10, requested the Government to put off for at least a year the final examination of

the plan for re-drafting the Criminal Code, since certain sections could, as they are worded, paralyse the right to strike by preventing all legal picketing and by making all strikes inoperative and ineffective.

The 3,000-word brief, presented by Gérard Picard, General President, on behalf of the Confederation's more than 93,000 members, was read by Jean Marchand, General Secretary.

Nearly a third of the brief was devoted to the plan for re-drafting the Criminal Code; according to the CCCL, this plan contains a number of provisions "which appear to be very dangerous with regard to legitimate union activity".

Far from constituting an improvement on the present text, the CCCL stated, the new Criminal Code draft, by too indefinite a wording and by an excessive generalization of certain sections concerning misdemeanours, "may expose many citizens to serious molestation from persons interested in provoking brutal and abusive police intervention".

The CCCL also expressed the fear that the new Code might "lead to abuses which could not be corrected by the federal Government because the application of the Criminal Code comes under the jurisdiction of the provinces".

The brief also suggested important changes in the Unemployment Insurance Act, the National Housing Act and the Income Tax Act, asked for a more generous old age pension scheme and the payment of pensions to invalids and put forward a number of suggestions for ensuring the stability of the Canadian shipbuilding industry.

In its brief, presented in both French and English, the CCCL also asked for free radio broadcasts on the CBC for workers, for amendment of the Government Annuities Act to increase to \$2,400 the maximum annuity payable and the granting of the right to vote to all persons 18 years and over.

The labour delegation was received by the Rt. Hon. Louis St. Laurent, Prime Minister, and ten Cabinet ministers. In presenting the Government's reply, the Prime Minister said the CCCL's representations had been made "quite objectively, and for the purpose of improving the national economy and not only of advancing the interests of organized labour".

Before the reading of the brief, Mr. Picard laid emphasis on the ability with which the retiring Deputy Minister, Arthur MacNamara, had attended to the problem of labour, especially with regard to manpower.

He termed the choice of A. H. Brown to replace him an "excellent appointment", stating that the latter has all the necessary

ability to occupy this high position and assuring him of the closest co-operation on the part of his labour organization.

Mr. Picard took the opportunity to suggest that a French-Canadian be appointed Assistant Deputy Minister of Labour to fill the vacancy created by Mr. Brown's appointment. In making this suggestion, he pointed out that he had no intention of denying the proficiency of the other officials of the Department.

International Situation

The threat of a third world war resulting from the tense international situation is a source of anxiety to the CCCL, the memorandum said. It is confident, however, that Canada, "because of its prestige, its favourable geographical position and the sense of impartiality which has so far characterized its participation in international affairs, will know how to prevent the world from slipping towards a new cataclysm".

The CCCL repeated that communism will not be beaten on battlefields but on economic and social grounds. It therefore suggested that the chance of maintaining and strengthening peace would be increased if it were possible to devote the enormous sums being spent on the Korean war to improving the social and economic standards of poor and underdeveloped countries.

Canadian Prosperity

Happy to note that Canada is now enjoying an era of prosperity, the CCCL nevertheless called on the Government to "favour all measures intended to ensure an equilibrium between production and consumption in order to reduce the anxiety and insecurity brought about by succeeding cycles of inflation and depression".

Income Tax

The main defect in our income tax system, according to the CCCL, lies in the inadequacy of the basic exemptions. The CCCL therefore renewed its request that the federal Government increase the basic exemptions for single persons from \$1,000 to \$1,500 and for married persons from \$2,000 to \$3,000. It also suggested that the allowance per child be increased from \$150 to \$400.

The brief also protested against the effects of the progressive income tax rates, which, the CCCL pointed out, put the father of a family who is the sole provider in a position inferior to that of a household where both husband and wife work; in other words, the former pays more tax than the other two together.

The CCCL therefore suggested that the Income Tax Act be amended in such a way that "the family income may be considered as having been earned equally by the husband and the wife, and that both file an income tax return as though they were single and take into account the exemptions allowed for this category".

The CCCL also asked that the Department of National Revenue use all the means at its disposal to combat income tax exaction, which, it said, is most prevalent in certain sectors of the population. The brief stated that income tax could be reduced by at least 40 per cent if there were not so many persons avoiding payment.

The CCCL also recommended that workers be allowed to deduct from their taxable income an amount equal to 10 per cent of the value of the tools required to do their work; that permission be given to deduct all medical expenses and all contributions paid for health and accident insurance plans; that the need for receipts in order to take advantage of the 10 per cent reduction allowed for charitable donations be eliminated and that the deduction from taxable income of the amounts paid for unemployment insurance and for joint committees be permitted.

Re-drafting of Criminal Code

The CCCL devoted the major part of its brief to the plan for re-drafting the Criminal Code (Bill 93), which is now under consideration; after making definite representations concerning three sections which it would like to have removed, in order to avoid their being used to paralyse all union activity, the CCCL recommended that the Government postpone the final examination of this plan.

The brief specified that the CCCL wants the criminal law to be strong enough to ensure the proper maintenance of public order and the security of citizens and their property but is afraid that too general a wording of the legal text may lead to serious consequences.

The CCCL first protested against Section 365 of Bill 93, which deals with breaches of contract in the field of public utilities and with breaches of contract which might lead to "endangering human life, causing serious bodily injury, exposing valuable property to destruction or serious damage". According to the CCCL:—

The new section thus permits punishment under the Criminal Code for breach of a civil contract. If such a principle can be admissible for very serious reasons, it still remains that it should be confined

within strict and well-defined limits, which the present Code guarantees to a large extent. But unfortunately the new text widens the effect considerably. Consequently, the new text might easily serve to paralyse the right to strike and could be used arbitrarily to break off a work stoppage.

The CCCL expressed the belief that this provision should be modified in a way to protect freedom of association and the right to strike, especially since labour legislation already provides penalties.

The brief also made a protest against Section 372 of the revision, which deals with "mischief", since it might "lead to graver consequences for the workers, particularly in respect to the use of the right to strike".

The CCCL said it feared that paragraphs "b", "c" and "d" of the first part of this section may be used to render any strike inoperative and ineffective. These provisions read as follows:—

- Commits a mischief whoever, voluntarily,
- (b) renders property dangerous, useless, inoperative or ineffective;
- (c) obstructs, interrupts or interferes with the lawful use, enjoyment or operation of property; or
- (d) obstructs, interrupts or interferes with any person in the lawful use, enjoyment or operation of property.

The CCCL submitted that this section might lead to abuses "which could not be corrected by the federal Government because the application of the Criminal Code comes under the jurisdiction of the provinces".

According to the CCCL, paragraphs "c" and "d" also make it possible to prevent all legal picketing. The purpose of picketing, the CCCL specified, is to persuade people to refuse to work for an employer by informing them that there is a labour dispute in an establishment, thus, in a way, preventing, interrupting or interfering with the operation of property.

Under the same heading, the CCCL also asked the Government to amend Section 366 of Bill 93 "so as to clearly legalize the right of picketers to persuade their fellow-workers that it is in their own interest not to return to work during a strike". It mentioned that British law has provided this right since 1859.

Shipbuilding Industry

The Canadian shipbuilding industry, according to the CCCL, is at present the least stable industry in the country. Periods of almost full employment are followed by periods of generalized unemployment.

The CCCL believes, its memorandum said, that the Government, in order to ensure greater stability in this industry, should require Canadian steamship companies to have their ships built and repaired in Canadian shipyards.

It also considers that water transportation in interior and coastal waters should be carried on as much as possible by ships registered in Canada and carrying the Canadian flag.

Unemployment Insurance

The brief stated that the CCCL appreciated the important improvements made in the Unemployment Insurance Act last year, particularly the increase in benefits, and that it was opposed to any lowering of the contribution rates. Because the unemployment insurance fund now exceeds the sum of 800 million dollars, it would rather recommend increasing the advantages of the Act, especially with regard to benefits.

The CCCL therefore requested an increase in benefits of \$1 a week for insured persons without dependents, \$3 a week for insured persons with one dependent and \$6 a week for insured persons with two or more dependents.

In addition, the CCCL presented ten amendments which it intends to submit to the advisory committee of the Unemployment Insurance Commission, as follows:—

1. The widening of the field of application of the Act in order to cover all workers, including employees of hospitals, religious and welfare institutions;
2. The elimination of the five-day waiting period and payment of benefits without delay;
3. A new method of establishing the number of days an employee has worked in a week, when working on part time;
4. The elimination of the particular restrictions concerning the qualifications required of married women to have the right to benefits;
5. That the period of supplementary benefits for seasonal unemployment be extended from April 15 to 30;
6. That the National Employment Service be strictly forbidden to refer candidates to an employer whose employees are on strike;
7. The right of dismissed employees to draw unemployment benefits when a strike is going on;
8. That paragraph 3 of Section 28 be amended concerning the exceptions already specified by adding the time the workers have been on strike;

9. That the number of daily contributions required in Section 28 be reduced from 180 to 100;

10. When a factory is closed on account of general vacations, employees not entitled to such vacations should be paid their unemployment benefits, providing they fulfil the conditions which gives them the right to these benefits.

Broadcasts for Workers

The CCCL requested free broadcasting time on the CBC for workers, as the *Réveil Rural* program now broadcast for farmers. The major Canadian labour federations would be responsible for the time thus placed at their disposal on the French and English networks. According to the CCCL, such an initiative would contribute to the development of adult education.

The CCCL also asked for the setting up of a Polish section on the CBC's international service.

Old Age and Invalid Pensions

The CCCL again asked the Government to lower the age for admission to pension to 65 for men and 60 for women, without a means test. It also recommended that the pension be increased from \$40 to \$50 a month.

Moreover, the CCCL considers, the delegation said, that our old age pension system should be completed as soon as possible by a system of pensions for invalids.

Housing

The housing problem, according to the CCCL, is the most alarming of our social problems. The main obstacle to be overcome by those who wish to have a house of their own, the brief stated, is the initial payment necessary in order to benefit by existing legislation.

The CCCL made four recommendations, as follows:—

1. That the additional loan of a sixth of the joint loan to owners, discontinued by an Order in Council on February 6, 1951, be re-established, while the recent decision to allow a minimum loan and a maximum loan be maintained;
2. That the Order in Council of June 26, 1951, increasing by one-half of one per cent the interest rate on loans under the National Housing Act, as well as the Order in Council of September 1, 1952, increasing the rate by one-quarter of one per cent, be revoked, and that for one-family houses the interest be set at a rate not exceeding 4½ per cent;

3. That a representative of the workers be appointed a member of the Central Mortgage and Housing Corporation;

4. That the standard of housing established by the Corporation be made a little more flexible so as to favour the building of a larger number of houses.

The CCCL completed its representations by an additional memorandum containing requests already presented to the federal authorities.

Among other subjects, these requests, which were grouped under 11 headings, dealt with immigration, family allowances, diplomatic representation at the Vatican, the International Labour Office, freedom of association and collective bargaining. The establishment of a permanent price-inquiry commission was also requested.

Government's Reply

Replying in French to the CCCL brief, Prime Minister St. Laurent made a point of congratulating the organization for realizing the fact that its real interests lie in improving the well-being of the nation as a whole and not solely in promoting the interests of organized labour.

Before reviewing the main representations contained in the brief, he repeated that the CCCL's recommendations, made in a completely objective fashion, will be given most careful consideration.

Mr. St. Laurent stated that the Government shares the CCCL's opinion that communism will really be beaten on economic grounds. He explained that this is the object of the Colombo Plan and of the United Nations technical assistance program. Nevertheless, he specified that all aggression must be resisted.

"We must do our share," he said, "in establishing that powerful army which is, unfortunately, necessary in order to make aggression against the free nations less attractive."

He added that the cold war, which has been going on for a number of years now, has not yet degenerated into a world conflict.

In reply to the fears expressed by the CCCL, the Prime Minister stated that none of the consequences which the unions were afraid would result from the plan for re-drafting the Criminal Code need be feared if this legislation were always applied honestly and in good faith.

However, Mr. St. Laurent acknowledged that it would perhaps be advisable to change certain legal texts in order to avoid the temptation to make an improper application of them.

The Prime Minister therefore requested the CCCL to inform the parliamentary committee now studying the new Criminal Code of its misgivings and to submit representations to it.

While admitting that the suggestion put forward by the CCCL with regard to the sharing of the family income between husband and wife would favour the family earning \$4,000, the Prime Minister also pointed out that this system would be still more favourable to a family whose income amounted to \$40,000.

"If it is disagreeable to pay income tax," he said, "it is also disagreeable to collect it, and as the Government has to obtain the revenue necessary to carry on its administration these charges must be accepted."

Mr. St. Laurent qualified as "exaggerated" the statement that a great many persons avoid paying income tax. "There may still be some cases of evasion," he admitted, "but not as many as people would like to make you think." On the contrary, he pointed out, the rigorous way in which the law is enforced by the Department of National Revenue has given rise to numerous complaints.

Repeating that it is the duty of every Government to make sure that funds are available for carrying on its administration, the Prime Minister pointed out that a person who does not pay his income tax is hurting, not the Government, but his fellow-citizens.

Mr. St. Laurent agreed with the CCCL that it is important not to lower the rates of contributions to the unemployment insurance fund. "We must not count on having Providence always grant us those favourable conditions by which we have benefited for some years now," he said. The Prime Minister also stressed the fact that numerous improvements have been made in the Unemployment Insurance Act during the last few years and that progress is still being made.

Referring to the CCCL's request for free broadcasting time on the CBC, Mr. St. Laurent said that he was not an expert on the matter but that, personally, he could not see why organized labour should not enjoy the same advantages as the agricultural class.

Such broadcasts, he added, should have a favourable effect on all the Canadian people. He therefore urged the labour leaders to bring this request, as well as their request for Polish-language broadcasts on the CBC's international service, to the attention of the Corporation.

Referring to the "additional memorandum" accompanying the CCCL's proposals, which contained a résumé of the requests already presented to the federal authorities, in the hope that the Government would give consideration to them, the Prime Minister called on the labour delegates not to lose patience.

"If you do not obtain all the desired results immediately," Mr. St. Laurent said, "that does not mean that you should drop your representations."

Jean Marchand, CCCL General Secretary, did not say a word but shook his head to indicate that the CCCL does not intend to give up and that the additional memorandum, made up from the list of unsatisfied requests, will not cease to appear before the Cabinet.

The Prime Minister reminded the labour delegation that a system of pensions for invalids could not be set up unless a change were made in the constitution, which would require the consent of the provinces. He explained that public opinion in the ten provinces would have to exert sufficient pressure on the provincial authorities to convince them that such a step was necessary.

Mr. St. Laurent then suggested that the CCCL make its sentiments known to the Royal Commission recently set up by the Quebec Government to study federal-provincial relations.

The housing problem also led Mr. St. Laurent to speak of federal-provincial relations. The Prime Minister recalled that he had just visited some extensive house-building projects in the Toronto area and said he would like to see similar projects undertaken in other parts of the country.

He stressed the fact that if such projects are to be carried through successfully there must be close co-operation between

the authorities of the different Governments and the Central Mortgage and Housing Corporation. He specified that better results are always obtained through combined efforts and co-operation with a view to the realization of desirable objectives than when there is mutual distrust.

He added that there is no difference of opinion concerning the concepts of administrative machinery but that opinions do differ concerning the way in which best results can be obtained therefrom.

The Prime Minister concluded his remarks to the delegation by reminding them that Canada, although a relatively young country, is making constant progress. He added that the trade unions are making an effective contribution to this progress by realizing that they are serving their own particular interests better when they serve the general interest.

Cabinet Ministers Present

Members of the Government who received the delegates from the Canadian and Catholic Confederation of Labour included: Rt. Hon. Louis St. Laurent, Prime Minister; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and of Defence Production; Hon. Douglas C. Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Stuart Garson, Minister of Justice; Hon. Gordon Bradley, Secretary of State; Hon. Walter E. Harris, Minister of Citizenship and Immigration; Hon. Alcide Coté, Postmaster General; and Hon. Alphonse Fournier, Minister of Public Works.

Also present were Paul E. Coté, Parliamentary Assistant to the Minister of Labour; A. H. Brown, the new Deputy Minister of Labour; and several Members of Parliament from Quebec.

Railway Transportation Brotherhoods

National transportation policy is demanded by railway brotherhoods. Amendments to Railway Act, Explosives Act and Criminal Code, higher unemployment insurance benefits are also sought in annual memorandum

A national transportation policy was the major demand of the Dominion Joint Legislative Committee of the Railway

Transportation Brotherhoods when it presented its annual memorandum to the Cabinet March 13.

Recognizing that the basic question of federal versus provincial jurisdiction over interprovincial and international motor vehicle traffic on Canada's highways remained to be solved, the Brotherhoods said they were awaiting with interest the decision of the Privy Council on the matter.

The Committee declared that effective regulation and control of all interprovincial and international highway traffic could be established by an amendment to the Transport Act which would place motor vehicles in the same position as railways and ships. It would thereupon become the duty of the Board of Transport Commissioners, said the brief, to co-ordinate and harmonize their operations with those of the highway carriers. These carriers would lose some of their freedom of action but would acquire a status which they do not now enjoy, the Committee's brief pointed out.

Other recommendations in the brief concerned amendments to the Railway Act, the Explosives Act and the Criminal Code; increases in unemployment insurance benefits; old age security and health services, fair employment practices, income taxes, housing, immigration, education, broadcasting and labour representation on public bodies.

The delegation, representing about 40,000 railway workers, was headed by J. L. D. Ives, Chairman of the Committee, who read the brief. The Prime Minister, Rt. Hon. Louis St. Laurent, and 14 members of the Cabinet were present at the meeting.

The Railway Act

The Committee again this year urged that Section 250 of the Railway Act be amended to provide for statutory side clearances applicable to all railway lines and tracks, regardless of when they were built.

While noting that the Board of Transport Commissioners had issued a great many orders, based on the provisions of Section 250 of the Act, approving clearances with applicants undertaking to keep their employees off the tops and sides of cars while operating past restricted clearances, the Committee proposed in particular the following amendments to the section: (1) a safe side clearance appropriate to the use of equipment of present dimensions in addition to vertical clearances now prescribed by subsection 1; (2) subsections 3 and 5 to be amended to conform with subsection 1; and (3) new construction or

alterations of buildings to conform with the side clearances prescribed in subsection 1.

The Committee drew attention to the hazards of level crossings, pointing out that these hazards have increased proportionately with the increased mileage of improved roads and the number, dimensions and speed of motor vehicles. Something must be done, stated the brief, to halt the unnecessary loss of life and property due to increasing highway traffic and the speeding up of trains.

The only practical solution to the crossing accident problem, declared the Committee, is the elimination of level crossings and the construction of either over-passes or under-passes on all highways. The Committee suggested that as an immediate solution, all crossings should be protected by either manual or automatic signals.

The brief suggested that the annual grant to the Grade Crossing Fund be increased to \$2,000,000. The Committee was pleased to note that the Government had directed the Board of Transport Commissioners to make a thorough investigation of the railway-highway crossing problem.

Explosives Act

More protection for the public and for those who are required to handle or be in the vicinity of vehicles carrying gasoline, explosives and other inflammable material was urged in the brief.

The Committee suggested that the regulations under the Explosives Act dealing with such traffic be revised and made to conform more closely to the regulations of the Board of Transport Commissioners covering the transportation of such material by railways.

Criminal Code

Concern was expressed by the Committee over certain provisions of the Criminal Code. Section 52, dealing with sabotage, could be used, said the brief, against unions engaged in a legal strike, regardless of the intention of the legislators. Section 365 of the proposed Bill "O" could mean that a legal strike is considered a breach of contract in the province of Quebec where, under the civil code, an individual work contract is presumed to exist between employer and employee. Another section could be interpreted as outlawing picketing.

The Committee urged that these sections be clarified so that the recognized rights of *bona fide* trade unions will be protected.

Unemployment Insurance Act

Declaring that the Unemployment Insurance Fund is sufficient to meet the needs of the unemployed person more adequately than is now being done, the brief requested amendments to the Act to provide: (1) a three-day waiting period; (2) a \$3-increase in maximum weekly benefits for all groups; (3) a two-week extension of the supplementary benefit period from April 15 to April 30; (4) coverage for all workers gainfully employed in all occupations; (5) extension of the clause in the Act protecting union rights to protect workers who refuse to cross another union's picket lines; and (6) sickness disability insurance for all insured workers.

Social Security

Old Age Security

Appreciation was expressed for old age security legislation already enacted. However, the Committee suggested that the pension allowance of \$40 per month be increased to at least \$50 per month and urged that old age legislation be extended to provide assistance to women between 60 and 65 years of age with a means test and pensions to all persons 65 years of age and over without a means test.

Health Services

Pointing out that under existing economic and social conditions many citizens are not receiving adequate medical, surgical and hospital services, the Committee urged that a national health insurance plan be established at the earliest possible date.

Fair Employment Practices

Expressing concern with the provisions of Bill 100, the Canada Fair Employment Practices Act, the Committee stated it would not be in the best interests of either employers or employees to restrict the freedom of employers to choose the type of employee considered most suitable for the job or position to be filled at the immediate moment, or to be filled later on through promotion.

The Committee declared that trade unions, particularly those which are fraternal in scope, should still continue to enjoy the right to determine eligibility for membership. The proposed Act, said the brief, would make it compulsory to admit communists to union membership.

The Committee declared its opposition to any legislation restricting the right of employers to choose suitable employees and denying unions the right to determine eligibility for membership.

Income Tax Act

Pointing out that heavy taxation continues to be a burden to the average wage-earner, the Committee declared that, in arriving at the proper amount of exemptions to be allowed taxpayers, the first governing factor should be the assurance of a reasonable standard of living. The cost of maintaining a reasonable standard of living has greatly increased during the past few years, said the Committee, and it naturally follows that a proportionate increase in the amount of exemptions is justified.

The brief requested that statutory exemptions be increased to \$1,500 for single taxpayers, \$3,000 for those with dependants and \$500 for each dependant not eligible for family allowances. It further requested that the term "dependants" include all those, regardless of age, who are attending educational institutions and vocational training classes, and that all medical expenses for the taxpayer and his dependants be deductible in computing taxable income.

Housing

Pointing out that the backlog of needed dwellings in Canada is increasing each year and that the National Housing Act, as now applied, is of no assistance to the great majority of wage-earners whose annual income is less than \$3,600, the Committee declared that the Government should regard the housing shortage as a national emergency.

The brief suggested that the rate of government interest under NHA be lowered to 3½ per cent for those private citizens only who earn not more than \$3,000 per year, that the low interest rate be retained in the event of re-sale of the house to another person earning the same amount or less, and that such houses be re-sold only when the wage-earner is transferred to another district, or when there is a need for larger family accommodation, or when the wage-earner's income increases, enabling him to obtain a mortgage at prevailing rates of interest.

The Committee presented figures to show that a home costing \$5,750 is within the reach of a worker earning \$40 per week but that such a dwelling is not available.

Immigration

The Committee expressed its full accord with the Government's policy of selective immigration. It approved of the citizenship classes which in 1952 provided some

45,000 newly-arrived persons with vocational training and facilities for learning English and French.

Seasonal employment, said the brief, necessitates regulating the number and time of arrival of immigrants to periods of the year offering the best employment opportunities.

Other Recommendations

Education

The Committee commended the Government for providing financial assistance to Canadian universities. It suggested that favourable consideration be given to granting federal aid for apprenticeship which, it declared, is in a far from satisfactory situation.

Broadcasting and Television

The Committee re-affirmed its support of public ownership and Government control of radio broadcasting and television under the trusteeship of the Canadian Broadcasting Corporation.

Labour Representation

The brief expressed the hope that the Government would continue and extend its policy of affording labour representation on public bodies, boards and commissions. It suggested that it would be in the national interest to appoint representatives of labour to the Senate when vacancies occur in that body.

Replacement of Steam Locomotives

The brief urged that legislation be enacted providing benefits for employees who are displaced or reduced to a lower grade occupation by the utilization by the railways of diesel-electric power as a substitute for steam.

The brief was submitted on behalf of the Brotherhoods by J. L. D. Ives, Chairman of the Committee, Order of Railway Conductors; W. H. Phillips, Vice-Chairman of the Committee, Order of Railroad Telegraphers; J. B. Ward, Secretary of the Committee, Brotherhood of Locomotive Engineers; A. H. Balch, Brotherhood of Railroad Trainmen; J. G. McLean, Brotherhood of Locomotive Firemen and Engineers; and W. K. McKee, Brotherhood of Maintenance of Way Employees.

Government's Reply

Replying for the Government, the Prime Minister said he was aware that the Brotherhoods were making their recommendations with the objective of main-

taining and stimulating the economy of Canada for the general benefit of all citizens.

He said the specific recommendations made with respect to the Railway Act would be given consideration. He drew attention to the difficulties that arise from the divided jurisdiction between the federal Parliament and the provincial legislatures.

Mr. St. Laurent indicated that joint co-operative action by the federal and provincial governments was required in dealing with such matters as side clearances on the railways, the control of highway traffic and the regulation of motor transportation of explosives.

On the subject of level crossings, Mr. St. Laurent expressed his own concern and the concern of the Board of Transport Commissioners about the large increase in the number of accidents. He said the survey of accidents made by the Board showed that the problem is one that needs to be dealt with in a substantial way.

Over the last year there has been, said the Prime Minister, an increase in the general production of the Canadian economy which made it possible to revise to an extent the apportionment of the taxation burden in this year's budget.

Agreeing that the level of taxes at the present time is a burden to the average wage-earner, he said the Government was endeavouring to distribute that burden as fairly as possible over the whole body of taxpayers.

The Prime Minister said the housing situation is a problem and he expressed the hope that the total of 400,000 houses built in the last five years, an average of 80,000 per year, would be bettered in the future.

He said the Government realized that it is in the national interest to have as many home owners as possible but added that he did not think there was any immediate prospect of being able to provide housing at a cost of \$5,750 per unit.

Mr. St. Laurent said the Government appreciated the fact that representatives of organized labour in Canada have approved the policy of using radio broadcasting and television for the benefit of the Canadian public generally.

The Prime Minister said that in framing the Fair Employment Practices Act there was no intention of curbing the legitimate requirements of employers in hiring workers, nor of interfering with the autonomous rights of labour unions to control their own membership. Qualifications to this effect had been placed in the context of the proposed statute, he said.

Cabinet Members Present

Members of the Government who received the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods were: the Prime Minister; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Defence Production; Rt. Hon. James Gardiner, Minister of Agriculture; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin,

Minister of National Health and Welfare; Hon. James J. McCann, Minister of National Revenue; Senator the Hon. Wishart Robertson; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; Hon. Gordon Bradley, Secretary of State; Hon. Walter Harris, Minister of Citizenship and Immigration; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. Alcide Côté, Postmaster General; and Hon. James Sinclair, Minister of Fisheries.

Wage Changes during 1952 in Collective Agreements

Wage increases were provided by 95 per cent of the 1,795 collective agreements analysed by the Department of Labour during 1952. Of the workers covered in the survey, 94 per cent received wage increases

Wage-rate increases were provided by 95 per cent of the 1,795 collective agreements analysed by the Department of Labour during 1952. This analysis, part of a continuing study by the Economics and Research Branch, included agreements covering nearly 580,000 workers. Of the workers covered in the survey, 94 per cent, or 542,000, received wage increases. About one-third of the increases were between 10 and 15 cents an hour.

The Department actually received 2,244 current agreements, but for 449 it was not possible to determine the amount of the wage change. The latter group included some agreements received for the first time, which did not indicate the wage change, and other agreements in which successive wage scales were not comparable. More agreements were received which took effect in the earlier part of the year than in the latter months so that the survey coverage is best for the first three-quarters of the year. The agreements have been analysed according to the date at which the wage change became effective.

The agreements studied provide for several different types of wage settlement. In the main group of more than 1,500 agreements, each contract provided for a single wage increase. The practice of bargaining a series of increases to take place periodically over the term of the agreement, which has become more common

in recent years, was employed in an additional 168 of the agreements analysed for this study. Total increases in these contracts applicable during the year 1952 have been dealt with separately below. A smaller number of contracts, including agreements covering more than 20,000 loggers in Ontario and Quebec, indicated no change in wage rate. Finally, a single agreement covering fewer than 10 workers provided for a reduction in wages.

Wage-Change Trends

Of the 1,545 agreements covering some 467,000 workers which provide for a single wage increase, the largest number of settlements, covering a third of the workers, fell within the range of 10 to 14.9 cents an hour. In 1951 also, about one-third of

TABLE 1.—NUMBER OF AGREEMENTS EXAMINED AND WORKERS COVERED

	Number of Agreements	Number of Workers
Total agreements examined....	2,244	627,402
Agreements included in the present study.....	1,795	579,328
Agreements providing:		
one wage increase.....	1,545	467,008
more than one increase.....	168	75,038
no change.....	81	37,276
wage decrease.....	1	6

TABLE 2.—WAGE CHANGES IN 1,627 COLLECTIVE AGREEMENTS BARGAINED DURING 1952

Distribution of Agreements and Workers Covered by Category of Increase*

Amount of Increase per Hour	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
No change.....	82	5.0	37,300	7.4
0-4.9 cents.....	95	5.8	48,900	9.7
5-9.9 cents.....	393	24.2	120,700	23.9
10-14.9 cents.....	463	28.5	168,200	33.4
15-19.9 cents.....	356	21.9	86,300	17.1
20-24.9 cents.....	132	8.1	22,900	4.5
25 cents and over....	106	6.5	20,000	4.0
Totals.....	1,627	100.0	504,300	100.0

* Agreements providing for more than one increase during year not included.

the workers received increases within this range. However, in 1951, larger increases were more prevalent, whereas in 1952 the predominant group received lesser amounts. While wage advances were thus of smaller dimensions on the average in 1952 than in 1951, it should be noted that the surveys are not strictly comparable from year to year since the coverage varies. Furthermore, agreements which have a duration of two years will be included in these analyses only in alternate years and still other agreements have a longer duration.

Wage Changes by Industry

The pattern of wage increases in a few industries varied slightly from the general conclusions which have been noted. In manufacturing, for example, wage advances involving 5 to 9.9 cents slightly outnumbered those in the 10- to 14.9-cent group.

The majority of settlements in construction and in public utilities were in the range of 15 to 19.9 cents. Other industries more nearly approximated the general pattern. The only outstanding exceptions were two large groups of loggers, one of which received an increase of 5½ cents in the second quarter of the year while the other settled for 4 to 5 cents in the last quarter.

Deferred Increases

In addition to the 1,545 agreements analysed above, which provided for one wage increase, there were 168 agreements which provided for more than one increase during the year. These agreements, affecting 75,000 workers, are summarized in Table 5. The total amount of the increases applicable to the year 1952 are shown. The bulk of the employees receiving

deferred increases were in manufacturing, with mining being the next largest group. Taking into consideration the total amount of increase becoming effective during the year, the pattern in these contracts resembled that in the other 1,500 agreements, in that about one-third of the workers received 10 to 14.9 cents per hour.

Other Settlements

The foregoing discussion of wage changes disregards many other changes in agreements which may have affected the wage settlement. Change in working hours, paid holidays, vacation, overtime, cost-of-living bonus plans, and many other items may have influenced the wage-rate adjustments in the 1952 agreements. The extent and nature of some of these settlements are dealt with below.

A number of the agreements provided, in addition to general wage increases, escalator clauses under which wages are to be changed in accordance with variations in the cost-of-living index. The largest group of these affected workers whose wage-rate increases fell within the range of 5 to 9.9 cents an hour, although in the category of 20 to 24.9 cents an hour roughly one-third of the workers were covered by cost-of-living provisions. It is likely that these clauses resulted in a slight downward pressure on wages, as the index declined gradually during 1952. In a number of the agreements received during 1952, escalator clauses formerly in effect had been dropped.

Reductions in hours of work were contained in 281 agreements affecting 63,000 workers. The largest group of these received wage increases in the 5- to 9.9-cent range. In three agreements, hours of work were extended.

TABLE 3.—ESCALATOR CLAUSES IN AGREEMENTS ANALYSED, 1952*

Per Cent of Total Coverage with Escalator Clauses

	Agreements	Workers
No change.....	18.2	4.9
0-4.9 cents.....	32.0	20.2
5-9.9 cents.....	16.5	38.8
10-14.9 cents.....	11.4	12.7
15-19.9 cents.....	15.2	9.8
20-24.9 cents.....	15.2	34.0
25 cents and over....	14.2	18.7
Total.....	15.5	19.8

*Table 3 does not include 37 agreements covering 22,356 workers who received more than one increase during the year and who were covered by escalator clauses.

TABLE 4.—WAGE CHANGES IN 1,545 COLLECTIVE AGREEMENTS BARGAINED DURING 1952
Distribution of Agreements and Workers Covered by Category of Increase and by Quarter in which Increase became Effective*

Amount of Increase per Hour	First Quarter		Second Quarter		Third Quarter		Fourth Quarter		Totals	
	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered
0-4.9 cents.....	34	8,100	30	12,700	23	2,900	8	25,200	95	48,900
5-9.9 cents.....	115	19,900	140	66,300	81	26,000	57	8,500	393	120,700
10-14.9 cents.....	161	38,600	178	84,800	91	31,700	33	13,100	463	168,200
15-19.9 cents.....	139	21,300	156	51,000	43	10,800	18	3,200	356	86,300
20-24.9 cents.....	67	14,300	43	5,900	19	2,400	3	300	132	22,900
25 cents and over.....	36	12,100	34	4,900	25	1,600	11	1,400	106	20,000
Totals.....	552	114,300	581	225,600	282	75,400	130	51,700	1,545	467,000

* Agreements providing for more than one increase during year not included.

TABLE 5.—TOTAL AMOUNT OF WAGE INCREASE IN COLLECTIVE AGREEMENTS HAVING MORE THAN ONE INCREASE DURING 1952
Distribution of Agreements and Workers Covered by Category of Increase and by Industrial Groups

Amount of Increase per Hour	Mining		Manufacturing		Construction		Transportation and Communications		Public Utilities		Trade, Finance and Services		Totals	
	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered	Agree- ments	Workers Covered
0-4.9 cents.....	.....	.....	12	11,700	1	600	.....	.....	.....	.....	4	300	17	12,600
5-9.9 cents.....	3	8,700	36	13,100	.....	.....	1	100	.....	.....	4	200	44	22,100
10-14.9 cents.....	2	900	25	22,400	4	600	12	5,900	5	200	3	400	51	30,400
15-19.9 cents.....	.....	.....	14	3,900	4	900	3	700	1	50	2	200	24	5,750
20-24.9 cents.....	.....	.....	5	500	8	2,000	1	2	2	100	.....	.....	16	2,602
25 cents and over.....	.....	.....	4	700	8	900	3	100	.....	.....	1	10	16	1,710
Totals.....	5	9,600	96	52,300	25	5,000	20	6,802	8	350	14	1,110	168	75,162

THE SLOAN REPORT

Chief Justice Sloan's 400-page report summarizing the results of his exhaustive, two-year inquiry into workmen's compensation in British Columbia, laid before Legislature in February 1952, is reviewed here

The British Columbia Workmen's Compensation Act and its administration by the Workmen's Compensation Board were examined by Chief Justice Sloan of the British Columbia Supreme Court acting as a Royal Commissioner. His report, a volume of more than 400 pages, laid before the Legislature in February 1952, summarizes the results of his exhaustive inquiry, which lasted for more than two years, from November 7, 1949, until November 23, 1951.

Because of the wide terms of his Commission, the Commissioner, who had acted in a similar capacity in 1942, dealt with hundreds of submissions from labour, industry and others requesting amendments to the Act or making general or specific complaints against the Board's administrative policies. Sitting for 226 days at Vancouver, Victoria, Trail and Nelson, he heard the evidence of 630 witnesses which, together with the arguments of counsel and others, filled almost 23,000 pages of transcript. More than 1,200 exhibits were filed. In the course of his inquiry the Commissioner inspected rehabilitation centres in Toronto, Montreal, New York, San Francisco, Los Angeles and Orange, N.J.

Consideration of the various issues raised involved not only a detailed examination of every phase of the Board's administration but also a discussion of the history and fundamental principles of the Act.

The report contains a discussion of the two alternative methods which may be used in compensation administration in arriving at the amount of compensation payable for an injury (compensation based solely

on loss of physical function or compensation based on wage-loss), explains why, in the Commissioner's judgment, requests for payment of compensation for disability on the basis of 100 per cent of earnings cannot be justified, and gives reasons why increased benefits should not be made retroactive.

Blanket coverage of all occupational diseases was rejected as being in no way superior to the present method of scheduled coverage. The whole field of silicosis was reviewed and the Commissioner recommended that the system of medical examination similar to the one required in metal mines should be made obligatory in coal mines.

Because of the problems posed by recurring medical disputes, the Commissioner recommended that in the public interest a permanent three-man Medical Appeal Board should be established with jurisdiction to decide disputed questions of diagnosis and of the extent of a workman's functional disability.

Charges that the Board had not exercised leadership in accident prevention made it necessary for the Commissioner to examine all phases of the Board's safety work and the Board was commended for its long-continued efforts in this field.

Because the Sloan report contains much information of interest to workers and employers concerned with workmen's compensation, it has been reviewed here in as much detail as possible. The review, by the Legislation Branch, Department of Labour, will appear in two instalments.

INSTALMENT I

Scope of Act

As a result of the province's industrial growth and the extended coverage of the Act, the work of the Workmen's Compensation Board has steadily increased. A comparison between the figures for 1941 and 1950 shows an increase in the assessment payroll from \$241 million in 1941 to \$695 million in 1950, in the number of firms registered with the Board from 8,709 to 20,920 and in the amount of compensation and medical aid paid from about \$5 million to about \$14 million.

The report estimates that 316,000 workers were covered by the British Columbia Act in 1950. Commenting on its wide coverage, the Chief Justice stated: "It is difficult to name an industry of any hazard which is not now covered, or which is not entitled to coverage under the elective system. Any new industry in which a hazard exists will doubtless come within the Act by Regulation of the Board".

Regarding the main exclusions, agricultural workers, domestic servants and office

Major Recommendations of Sloan Report

1. An increase from 66 $\frac{2}{3}$ to 70 in the percentage rate of earnings used in computing compensation.
2. An increase from \$2,500 to \$3,600 in the maximum amount of annual earnings on which compensation is based.
3. An increase in funeral allowances and in monthly benefits to widows and other dependants. Payment of hospital insurance premiums of widows and orphans from the Accident Fund.
4. Removal of limitation on Board's annual expenditure for rehabilitation work.
5. Compulsory coverage of farm workers.
6. Elective coverage of domestic servants.
7. The creation of a Medical Appeal Board.
8. Annual physical examination and issue of certificates of fitness for workers in coal mines.

NOTE: The first four of these recommendations were implemented by the British Columbia Legislature at the 1952 Session (L.G., June 1952, p. 783).

personnel, the Commissioner recommended that the Act be amended to extend compulsory coverage to agricultural employees, that provision be made for elective coverage of domestic servants, and that no change be made in relation to office personnel.

Farm Workers

The report discusses very thoroughly the coverage of farm workers in British Columbia and in other jurisdictions. No province provides for compulsory coverage but farm workers may be brought under the Act by application to the Board in British Columbia and in most of the other provinces. Only a small number of the estimated 79,000 employed in agriculture in the province (including both hired and self-employed) apply for coverage. In 1950, 72 farmers applied and their workmen were brought within the Act. The fact that few, if any, farm workmen have requested coverage (in British Columbia an industry may be brought under the Act by application of *either* employer or workman) was due, according to the report, to lack of information as to their rights and to inadequate organization.

The assessment rate charged by the Board for farming has fluctuated with the amount of annual assessed payroll and the number of employers covered by voluntary application from a low of 23 cents to a high of \$10.90 on \$100 of payroll. The assessed farm payroll for 1949 was \$289,018. The 1951 assessment rate was \$3 per \$100 of payroll.

The fact that farming has now become a mechanized industry with all the hazards inherent in the use of power-driven machinery led the Commissioner to recommend the inclusion of farm workers under

the Act. Statistics compiled by the Dominion Bureau of Statistics, showing that from June 1, 1946, to June 1, 1947, an estimated 37,200 farm accidents occurred in Canada, demonstrated that "the agricultural industry is fraught with hazard". Of these, 900 happened in British Columbia. Available American statistics on farm accidents also illustrate their high-frequency rate.

In all but seven of the United States, farm employees are specifically excluded. In the seven which provide for coverage—California, Connecticut, Louisiana, New Jersey, Ohio, Vermont and Washington—many farm workers are effectively removed from compulsory coverage by exemptions based on number of employees, size of payrolls, elective provisions, etc. In California, farm employment is included unless a farmer's payroll for the preceding calendar year was less than \$500 or unless the farmer or his employees elect to remain outside the Act. In that state, however, the great majority of farmers having a payroll of at least \$500 have elected coverage and their assessment rates based on each \$100 of payroll are as follows: dairy-farms and sheep-raising, \$3.07; field crops and stock-farms, \$3.84; orchards and poultry-farms, \$2.36; truck-farms and vineyards, \$1.03.

Unlike Canada and the United States, where the general run of farm labour is without the protection of compensation laws, 34 countries, including Great Britain, New Zealand and Australia, place farm employees on the same footing as any other group.

On the subject of compensation for farm labourers, the Commissioner quoted a section of a report given at the 1947 conven-

tion of the International Association of Industrial Accident Boards in Toronto, which summed up the farmer's traditional objection, his changing attitude and the need to provide for compulsory coverage of all farm workers.

The farmers at the time of the passage of the early laws opposed the whole idea of workmen's compensation or at least opposed the application of the law to them. Their opposition undoubtedly sprang from lack of understanding of the purposes behind the workmen's compensation laws and the possible benefits to the farmers themselves. Their opposition, however, was effective in all of the legislatures.

The farmer is an individualist. He wants to do things in his own way, unfettered and unhampered by rule or regulation or legislative fiat. Being told that he must buy insurance or else suffer criminal or financial penalties is not to his liking.

The farmer was also inclined to possess the view that workmen's compensation laws were all right for factories and similar establishments where machinery was used, but he could see no reason for its application to the farm. In the early days of workmen's compensation, the average farmer regarded himself as simply a tiller of the soil who made his living with the aid of draft animals and the few simple farm tools handed down through the ages. He reasoned also that there was no danger to life and limb on the farm compared to the dangers involved in manufacturing and commercial establishments.

Another reason for opposition to the applicability of workmen's compensation to the farm was the farmer's fear of the cost. More often than not he did not know how much it might cost, but whatever the cost he felt that it would add to his already heavy burden.

Between the time when the workmen's compensation acts were being first considered and the present time, much has happened to destroy and render obsolete the farmers' reasons for opposing the workmen's compensation laws.

To a very large degree the nature of farming has undergone a change. The hand hoe and horse-drawn plough are no longer the only tools of the farmer. The farm of today is mechanized and electrified and the modern farm employee in many instances uses and is subject to the danger from machinery quite as much as the factory worker.

Actually the farm never was as safe a place of employment as the farmer thought and under modern mechanized conditions it takes high rank among the dangerous occupations. There are more fatalities in agriculture than in any other industry group.

There are many signs that the attitude of the farmer himself toward the idea of workmen's compensation is changing. . . A substantial percentage of farmers today are college trained at agricultural colleges or general universities. The radio keeps him abreast of the times. The automobile, the airplane, and other rapid means of transportation have broken down provincialism. Two world wars have afforded the modern farmer opportunities for travel and have broadened his horizon. The

farmer of today is not the same individual, socially and educationally, that the farmer of 30 years ago was. But unfortunately he still is not as interested in workmen's compensation as he should be.

As administrators of workmen's compensation laws, we all recognize the value of workmen's compensation coverage both to employees and employer. In common with the original proponents of the workmen's compensation laws, all of us will no doubt agree that the ideal for which all should strive is coverage of every employee of whatever class or group. To reach this goal in full as far as farm workers are concerned, all specific exclusions contained in most of our laws would have to be eliminated, all numerical and other types of exemptions would have to be stricken out, and the basic provisions of a majority of laws would have to be amended so as to provide for compulsory coverage.

In the hearings it was pointed out that farming operations were widely diversified and that hazards varied with the type of farming carried on. After hearing the evidence, the Commissioner was of the opinion that numerical and other exemptions, such as limiting coverage to certain geographical areas or to persons engaged in handling mechanical equipment, would not be administratively practicable and he therefore recommended that the Act should be amended to apply to all employees in the various fields of agriculture.

If this recommendation were adopted by the Legislature, the Commissioner felt that it would result in a very real reduction in the present too high accident frequency in the industry, a reduction which would follow from "the activities of the Accident Prevention Division of the Board in carrying out an educational program now lacking in this field, from inspection and betterment of hazardous conditions, and from the development of safe practices by the farm operators themselves in order to reduce assessment rates".

Domestic Servants

As regards the request for compulsory coverage of domestic servants, evidence showed that, because of the nature of the employment, the cost of providing benefits would be disproportionately high and that coverage would be from an administrative viewpoint nearly impossible. The Commissioner's recommendation was that Section 2(2), which excludes domestic servants and their employers from the Act, be repealed and that an employer of a domestic servant or a domestic servant be allowed to apply for coverage under the optional section of the Act (Section 5).

Student Trainmen

The Commissioner also recommended that student trainmen be given the pro-

tection of the Act. The railway unions pointed out that certain railway companies, as a condition precedent to the employment of a man as a trainman, require that he undergo a preliminary course of instruction, and that while so engaged, although not under a contract of service or apprenticeship, he is subject to the same hazards as any employee.

In 1950, the Manitoba Court of Appeal held that a student trainman, under such circumstances, did not come within the definition of "workman" in the Manitoba Act, and the Act was later amended accordingly.*

The Commissioner considered that, when any employer subjects a student to the hazards of an occupation as a term of future employment, such student should be brought within the Act.

Fishermen

The Commissioner was unable to recommend that the Act be amended to extend coverage to all types of commercial fishermen who fish as a means of livelihood and who supply fish to a person licensed under the provincial Fisheries Act. Fishing companies did not favour any extension of the Act but in fact challenged the validity of the present coverage.

The Act of 1916 applied to employers and workmen in the fishing industry as it does today. The determination of whether or not a fisherman is an employee within the meaning of the Act and the directives of the Board must be made in each case in the light of the existing relationship between the fisherman and the fish-buying company. The general rule adopted by the Board is that, if the essence of the relationship is the sale of the fisherman's labour, coverage is extended. Where the worker is not selling his labour as such but a commodity—fish, he is not covered by the Act. In this regard the Commissioner quoted his statement in 1942, stating that the same situation exists today.

At the present time a fisherman who uses a boat, or boat and gear supplied by a cannery and who is under contract to sell his catch to that cannery is deemed by the Board to be a "workman" and entitled to compensation. The earnings of the fishermen within that category are determined by taking the gross value of the

catch, less net and boat rentals and other operating expenses. . . . On the other hand, the Board has held that "independent fishermen"—that is, those who own their own boats—cannot be considered as "workmen" and are in consequence outside the scope of the Act.

The greater percentage of commercial fishermen have been regarded not as employees but as independent contractors and are outside the Act. Herring fishermen, most salmon-seine fishermen and some salmon gill-netters are covered. Halibut fishermen and salmon trollers are not within the Act.

In the Commissioner's opinion, the union's proposed coverage of *all* commercial fishermen would create an arbitrary relationship of employer and employee between the fishermen and the companies purchasing the fish caught by them.

The test for coverage would be determined by the mere fact of occupation alone. Such a theory is a complete departure from the basic concept of compensation legislation, which has as its foundation the employee and employer relationship. If this new occupational-coverage theory is engrafted into the Act, it cannot with any logic be limited to the occupation of fishing. Thus we would find independent producers and sellers of all kinds of products being regarded in law as the employees of those who purchase their wares. For instance, a farmer owning his own farm and selling potatoes to a wholesaler would be an employee of that wholesaler. An independent logger selling logs to a mill would fall within the same category and be an employee of the mill.

To include within the Act occupations rather than employees would be to distort the Act out of all semblance to its original basis.

The fishermen's union also requested an amendment to the section which provides that medical aid is not payable to a workman employed on a vessel while it is being provided from the Sick Mariners' Fund under Part V of the Canada Shipping Act but that any additional medical aid may be furnished which is not provided under the Canada Shipping Act. The union asked that the Board should be given discretion to pay the medical costs of a workman when, for reasons beyond his control, he cannot be furnished prompt, necessary or emergent medical care under the Canada Shipping Act. The Commissioner found the request reasonable and recommended that the section be amended accordingly.

*As were the Acts of Alberta, Ontario, Prince Edward Island and Saskatchewan.

Occupational Diseases

Blanket Coverage

As in 1942, the Commissioner did not favour "blanket coverage" of all occupational diseases, which was requested by many unions, in preference to the present system of "scheduled coverage".

Under the scheduled coverage plan, the Act contains a list of diseases faced by an accompanying column specifying the process or industry to which the diseases are peculiar. The Workmen's Compensation Board has power to add to the schedule as conditions may arise necessitating the extension of either the list of diseases or the associated processes or industries.

One of the union complaints was that the Board "failed to exercise initiative" in adding new diseases to the schedule, a complaint which the Commissioner found unjustified. Under the original Act of 1916, six diseases were made compensable. In 1942 the list had grown to include 23 diseases, and in 1951 to 60. "If this progression continues", the Commissioner observed, "blanket coverage, in effect, will, in time, result". A comparison with the scheduled coverage in other provinces (set out in a table in the report) shows that in British Columbia the list of compensable diseases far outnumbers that of any other province. Saskatchewan recognizes 38, Ontario and Newfoundland 26, and Quebec 23.*

The Commissioner found that, if the Board is satisfied that a disease is occupational in character, it is then added to the schedule with retroactive effect so that all medical bills of the claimant are paid as if the disease had been in the schedule when contracted. Once a disease is added to the schedule and subsequently contracted by a workman his illness is deemed to be due to the nature of his employment unless the contrary is proved. Such a statutory presumption could hardly be made to apply with any certainty to a system of blanket coverage. Further, for blanket coverage there must be a statutory

definition and some guide as to what constitutes an "occupational disease". To use any published list of occupations and their potential hazards would be to have an extended schedule and nothing more.

Compensation and medical aid paid for industrial diseases, exclusive of silicosis and tuberculosis, for the four-year period 1947 to 1950, are set out in a table. Amounts paid are relatively minor in proportion to total expenditure on accident claims for the same period.

Rheumatism, Arthritis, Cancer

On the basis of medical evidence the Commissioner could not recommend that the Board should put rheumatism, lumbago, sciatica, arthritis and industrial skin or lung cancer in the schedule as requested by various unions. At present the Board regards as compensable any cancerous condition shown to be the result of trauma due to an accident suffered in the course of employment. Five provinces regard skin cancer as compensable.

Industrial Deafness

On the other hand, the Commissioner recommended that occupational deafness should be added to the schedule. Each claim for compensation for occupational deafness is dealt with on its merits and where it can be shown that a workman's deafness has been brought on by his occupation, e.g., following head injury or by prolonged exposure to excessive noise such as may be encountered in underground mining and ship-building yards, compensation is granted.

The Board pays compensation, however, on the basis that the workman is suffering from an accident and not a disease. In the Commissioner's opinion, based on the medical evidence before him, occupational deafness is a disease caused by a physical degeneration of the nerves which conduct the sound impulse and as such he considered that it should be scheduled. He felt that, if this were done, its incidence would in time decrease due to the adoption of more extensive measures of prevention, such as pre-placement audiograms and hearing tests.

Anthracosis

The United Mine Workers of America requested that anthracosis (a form of pneumoconiosis arising from inhalation of coal dust) be added to the schedule. The disease is being carefully studied but its

*In Ontario since 1947 and in Manitoba since 1950 a compensable industrial disease includes not only one of the diseases in the schedule but also any other disease peculiar to, or characteristic of, a particular process, trade or occupation. In Alberta, as a result of 1952 amendments, the Board has discretion to grant compensation for any disease which arises out of and in the course of employment.

precise nature is not yet clear and the Commissioner was unable to find that the disease results in any disabling incapacity in the province.

Silicosis

More than 30 pages of the report are devoted to a summary of the evidence presented concerning silicosis.

The Commissioner summed up the medical testimony regarding the disease, as follows: Silicosis results when fine silica dust has been inhaled and retained in sufficient quantity to produce detectable characteristic silicotic changes or lesions in the lung tissue. For this condition to develop, an exposure of from five to fifteen years to dust containing silica is required. Simple, uncomplicated silicosis progresses for a period varying in the individual, usually one to three years, and then stops. After the progress of the disease has become arrested, life expectancy of the silicotic is not affected except indirectly in the sense that his condition renders him more vulnerable to lung infections. Tuberculosis superimposed on silicosis may develop and terminate fatally or it may manifest atypical symptoms and remain quiescent for years.

The question of whether or not a silicotic should remain in employment subjecting him to further dust exposure must be determined by the special circumstances of each individual case. Men under 40 years of age who contract the disease and in whom it is showing signs of rapid progress should be removed from further exposure. The men over 40 must be dealt with each according to his special need. To change their occupation is not usually recommended.

It is difficult to determine the present incidence of silicosis since most of the cases now being recognized were contracted before the disease became compensable in 1936 when little or no attempt was made to reduce the dust hazard. Of the 20 cases first diagnosed in 1949, 17 entered the mines before 1930. Of the other three, one started in 1930, one in 1932 and one in 1934.

In the 1942 inquiry the Board's Silicosis Referee stated that, in his opinion, demonstrable silicosis requires, on the average, 12 to 14 years to develop, and the Commissioner forecast an increasing duration of exposure as preventive services were developed. Figures recorded in the report show that the average actual exposure in the province had increased from 12 to 14 years in 1942 to 21-23 years in 1947, 16-32 years

in 1948, and 17-46 years in 1949. In the Commissioner's opinion, the average duration will continue to increase with adequate dust prevention and wise medical control and he expressed the hope that "with co-operation between men and management, under the watchful eye of the Board", the incidence of silicosis will be reduced almost to a vanishing-point in the province.

With regard to both dust control and medical control the Commissioner made specific recommendations.

In underground mining, dust-control measures consist of the suppression of dust at its source, removal of dust as near as possible from the point of origin, ventilation, and wetting down broken rock.

While it is not known with any certainty what is the maximum number of silica dust particles per unit volume of air which can be said to be innocuous, the number taken in the province as a reasonably safe concentration is 300 dust particles per cubic centimetre of air.

The report of the Workmen's Compensation Board's Dust Inspectors covering 57 inspections of 40 metal mines in 1950 is set out in tabular form showing the average of the dust concentrations found in underground workings, crushing plants and assay grinding rooms. From this record the Commissioner found that the very large expenditures of the mining industry for dust-control devices, coupled with the activities of the Board's inspectors, are achieving a generally satisfactory result in reduction of dust concentrations.

The Commissioner did not recommend the posting of the inspectors' dust-count, as suggested by the miners' unions, stating that it appeared that this procedure would cause confusion rather than enlightenment. Instead, his recommendation was that a summary of the inspector's recommendations for the improvement of dusty conditions should be posted in a conspicuous place where it could be seen by the workmen. This practice must be followed by mines inspectors under the Metalliferous Mines Regulation Act.

Medical Control

With respect to medical control, the report stated that a wise medical program is being carried out.

Under Section 16 of the Metalliferous Mines Regulation Act every workman in the metal-mining industry must be medically examined at least once a year. If he is found free from disease of the respiratory organs and fit for work in his employment, he is issued a certificate of

fitness. Should the physician find that his employment endangers the health of his fellow-workmen, the employer must terminate the employment.

Under this section the practice is that the examining doctor forwards his findings and the X-ray plates to the Board's Silicosis Referee. The material is examined by the Referee and his decision is transmitted to the local doctor with a recommendation as to the issuance or non-issuance of a certificate.

If a man first coming into the industry is found to have tuberculosis or silicosis, or both, he is refused a certificate. If a man already in the industry, on undergoing his annual examination, is found to be suffering from tuberculosis, his certificate is revoked. If a diagnosis is made of simple silicosis of the early type and there is no significant degree of disability, all factors are weighed and in most instances a certificate is issued. A young man in whom the disease has made rapid progress is advised to discontinue underground work and establish a claim with the Board for future potential disability.

In the age-groups from 40 on, where the silicosis is in an early and non-progressive stage, men are granted certificates and permitted to continue working underground but are examined each year. Experience has shown that the disease does not as a rule progress faster because these men remain working underground, particularly since dust-control methods have been extensively adopted, and to deprive them of their livelihood would, in many instances, result in economic hardship. If the disease advances to a point where continued exposure would injure the man's health, he is refused a certificate.

The report points out that the distinction between refusing a certificate to a miner found to have some evidence of exposure to silica dust when applying for his first certificate and granting one to a miner already employed and then on subsequent examination discovered to have silicosis in some degree is an attempt to exclude men who have been exposed to silica hazard in other jurisdictions.

Two suggestions made by the Referee regarding the certificate of fitness were accepted by the Commissioner. One was that, to prevent possible misuse, each certificate should have attached to it a photograph of the person to whom it is issued. The other was that Section 16 (6) of the Metalliferous Mines Regulation Act should be amended to forbid the employment of any workman in a mine or in

rock-crushing or ore-crushing (unless the ore or rock is wet) without a temporary certificate of fitness issued after a pre-employment examination. The subsection presently states that a workman may not be employed for more than two months in any 12-month period without a certificate and the amendment would prevent a situation whereby a workman in order to avoid undergoing the required examination spends successive periods of two or three months in one mine after another.

There are no corresponding provisions for medical examinations in the Coal-mines Regulation Act and the Commissioner saw no reason why coal miners exposed to silica dust should be exempt from the protection afforded to their working brothers in the hard-rock mines. He therefore recommended that the Act be amended to insert a section similar to Section 16 of the Metalliferous Mines Regulation Act and that the same requirement be laid down regarding temporary certificates.

Aluminium Dust Therapy

The Commissioner was unable to accede to the request of the miners' union that aluminium dust therapy as a means of preventing silicosis should be made mandatory in all mines by a Board directive.

This treatment, which resulted from the discovery in 1936 by Denny and Robson of the McIntyre mine in Ontario that a minute quantity of metallic aluminium reduces the toxicity of silica or quartz in the tissues chiefly by coating the quartz particle with an insoluble and impermeable coating, has since 1943 been made available to employees of the mining industry of Canada who are exposed to a silica hazard. It has been adopted in most of the mines in British Columbia. The procedure followed is that fine aluminium powder of a particle size below 5 microns is blown into the air of the drying room in the concentration of 1 gram per 1,000 cubic feet of room volume and inhaled by the men for a period of about 10 minutes while they are changing their clothes before going underground.

Set out in the report is a short survey of the experimental and clinical work done by McIntyre Research Ltd. in studying the effects of aluminium among hard-rock miners in Ontario and industrial workers exposed to high silica dust concentrations in various industries such as ceramics in Pennsylvania, and the conclusions reached regarding its use.

These indicate that aluminium powder cannot be regarded as a cure for silicosis and that its primary use is as a preventive measure but that there is no definite evidence as yet that it will prevent silicosis. It is pointed out that it would take years to assess its value as a prophylactic measure because it requires an average of 18 years for a case to develop in the mines of Ontario. Experience in its use, however, as demonstrated in several thousand cases over an average period of three years, has indicated no toxic or harmful effects, that a certain percentage of silicotic patients showed functional improvements, and that a high percentage showed symptomatic improvements, e.g., disappearance of cough, shortness of breath, tightness in the chest and weakness. Most showed a gain in weight.

These reports emphasize that the use of aluminium does not take the place of dust control. Rather, aluminium is to be used only to take care of the small percentage of silica dust which is not removed by accepted modern methods. Mine operators who use aluminium dust therapy under a licence from McIntyre Research Ltd., which patented the process, are bound by the licence agreement to reduce and keep dust concentrations to the lowest possible level, subject to the cancellation of the licence. Dust control, ventilation and aluminium prophylaxis should, the reports state, go hand in hand.

On the other hand, experts in other countries took a less optimistic view. The report of the proceedings of the third International Conference of Experts on Pneumoconiosis convened by the ILO at Sydney, Australia, in 1950 contains the following comment on aluminium dust therapy:—

There was no conclusive evidence before the Conference that the inhalation of aluminium in any form prevents the development of silicosis in man. There was no evidence before the Conference that aluminium powder is of value as a therapeutic agent in human silicosis or that it is harmful when used for this purpose. There was some evidence that under certain conditions the inhalation of aluminium in industrial processes may be harmful and, further, there was experimental evidence that in animals the inhalation of the aluminium dust aggravates pulmonary tuberculosis.

Further, a 1950 bulletin of the United States Bureau of Mines entitled "Review of Literature on Dusts", in which some 657 publications are summarized, states as a general conclusion: "It has been recommended that general application of

aluminium therapy in industry be delayed until adequately and impartially controlled clinical observation demonstrates its effectiveness in preventing or alleviating silicosis in man."

In view of the foregoing material, the Commissioner agreed with the Board's Silicosis Referee that benefits of aluminium dust therapy have not yet been well enough established to warrant the Board's making its use mandatory in all mine operations.

Silicosis Compensation

Only one of several suggested amendments to the provisions which set out the conditions (residence, length of exposure, etc.) under which silicosis is compensable was accepted. The suggestion was that the word "uncomplicated" should be deleted from Section 8(6)(d) which laid down the requirements for the filing of a claim for compensation but stated that "this provision shall not prevent an allowance by the Board of any case due to uncomplicated silicosis that the Board considers should in justice be allowed". It was submitted that this limitation had resulted in injustice and hardship in several cases of silicosis complicated by tuberculosis. The Commissioner, with the concurrence of the Mining Association of British Columbia, recommended that the discretionary powers of the Board be extended to permit allowances in cases of silicosis complicated by tuberculosis and that the same amendment should be made in Section 8(7) with respect to pneumoconiosis. He considered, too, that the amendment should be retrospective in effect. (In 1952 these sections were amended to delete the word "uncomplicated" but the amendment was not made retroactive.)

Before leaving the subject, the Commissioner placed on record the Board's method of awarding compensation for silicosis. Pensions are awarded under Section 8 which reads: "Where a workman suffers from an industrial disease and is thereby disabled from earning full wages at the work at which he was employed... the workman... shall be entitled to compensation". The Board interprets the phrase "at the work at which he was employed" to mean "in the industry in which he was employed."

Briefly stated, if a workman who has established a claim for silicosis continues to work at his regular job and to earn full wages, his claim is held in suspense and he is paid nothing. If the silicotic condition progresses and is accompanied by a substantially lessened capacity for work,

reflected in a reduction of wages, but the man continues to work *in the industry*—not necessarily at the work at which he was employed—he is paid 66⅔ per cent of his wage-loss, that is, two-thirds of the difference between what he is now earning and the amount he would have earned at his regular job. Should the time come when the man is advised to leave the mine, he is examined by the Board's Silicosis Referee, his loss of function or reduced capacity for work is established, and he is awarded a life pension for permanent partial disability. The award is made on the basis of physical loss of function and not on the basis of loss of earnings.

The amount of disability is fixed at 50, 60 or 100 per cent. The Board considers that where a man suffers a substantially lessened capacity for work, but is able to work fairly regularly at light work, the minimum pension award should be 50 per cent of total disability. If, on an annual examination, it is shown that the disability has increased to the extent that the man loses considerable time through absence from work, the pension award is increased to 60 per cent. When it becomes apparent that the man is no longer able to work, he is given a 100 per cent disability award. Should tuberculosis be diagnosed at any stage of the silicotic condition, the man is at once classified as a 100 per cent disability case and awarded a pension accordingly.

Pneumoconiosis

Pneumoconiosis, a general term for all dust diseases of the lungs, is scheduled as an industrial disease attributable to exposure to dust in a number of specified occupations. This term includes the conditions known as asbestosis (caused by inhalation of asbestos dust) and silicosis. Under this item in the schedule, disabling silicosis is compensable when it is caused by the inhalation of silica dust in occupations other than mining. From 1943 to 1950, 20 claims for silicosis and two for asbestosis in other than the mining industry were paid by the Board. The Commissioner suggested that the Board should undertake an educational program in industries other than mining in which men are exposed to the hazards of silica or asbestos dust to make them aware of the hazard and to impress on them the need for periodical medical examinations.

Tuberculosis

With respect to tuberculosis, the Commissioner did not recommend any change.

All types of tuberculosis (formerly only pulmonary) are covered in the schedule, subject to the limitation that an employee engaged in a hospital or similar institution or in public health work is not entitled to compensation for tuberculosis which is contracted or appears in the first six months of employment unless he was free from the disease on taking the employment, as evidenced by a negative tuberculin test. On consideration of the Board's view that this limitation is a reasonable protection for the hospitals of British Columbia (since nurses and other hospital workers come from other provinces where they may have been infected with tuberculosis) the Commissioner reached the conclusion that the six months' waiting period in the schedule is justified and rejected the plea of the B.C. Provincial Government Employees' Association for its removal.

Hernia

Several changes in Section 16, which sets out the conditions under which hernia is compensable, were recommended. Industry generally opposed the amendments.

One recommendation was the deletion of the subsection which requires a workman to be operated upon within two weeks of the occurrence of the hernia. This was not practical, the Commissioner stated, due to lack of available hospital accommodation.

Further, in the proviso to Section 16 which reads:—

Provided that in case there has been excusable failure on the part of the workman to comply with the provisions of this section the Board may pay compensation if it is of the opinion that the claim in justice should be allowed, but no compensation shall be payable for a period greater than seven days prior to the date of an operation to effect a cure or for more than forty-two days thereafter for uncomplicated hernia

the Commissioner recommended that, for greater clarity, "may" should be changed to "shall" and all words after "allowed" should be struck out. In his opinion, no time limit should be imposed in case of uncomplicated hernia but that each case should be decided on its merits and compensation paid for such period of disablement as the Board deemed proper. No limit is imposed upon compensation payable in complicated cases and a Board directive issued in 1943 states that a workman 50 years of age or over who undergoes a hernia operation is deemed, for purposes of compensation, to have had complicated hernia.

Neurosis

With respect to suggestions that the Board did not compensate for disability due to a traumatic neurosis, the Commissioner noted that in compensation administration an incapacitating neurosis occasioned by physical injury or even by shock alone is deemed to be compensable as a "personal injury by accident". From the evidence of the Board's Chief Medical Officer and from a consideration of a number of cases, he found these complaints unfounded. Where it is definitely shown that a workman is suffering from a neurosis due to his injury, it is the Board's policy to compensate for it.

Heart Conditions

Disagreement with the Board's policy in heart cases was expressed by claimants and

industry, depending on whether a claim was accepted or rejected. In such cases the Board must decide whether the heart injury or death from heart failure did or did not result from trauma or unusual exertion in the course of employment. It seemed to the Commissioner, in view of existing differences in medical opinion, that each case has to be dealt with on its merits.

Prosthetics, Eye-Glasses, Orthopaedic Shoes

Beyond stating that he did not consider the \$10 allowance given to a workman for the purchase of glasses from the optical company "overly generous", the Commissioner did not find any basis for complaint with respect to the supplying of appliances and orthopaedic shoes by the Board.

Medical Questions

After dealing with specific complaints, the Commissioner went on to examine more general criticism of the administrative policies of the Board and particularly of the decisions of the Medical Division, against which "the heavy artillery of those attacking the Board's administration of the Act was directed".

Summing up, the Commissioner stated:—

I am satisfied upon the evidence that the charges of incompetence . . . are without foundation, and I so find. Dr. Murphy and his medical staff are honestly and conscientiously carrying out their manifold, onerous, and, no doubt, at times, vexatious duties. That does not mean, however, that they are infallible. Their medical opinions have been challenged before me both by doctors and by lay complainants.

On the medical side of compensation administration the field for conflict is wide indeed. Medicine, like law, is by no means an exact science. Honest differences of opinion may be held and strongly defended, each side convinced of the righteousness of his own viewpoint. Therein lies the real kernel of the many and varied criticisms I heard . . .

From the many hundreds of individual cases brought before him the Commissioner found that conflicts of opinion between compensation claimants or their doctors and the Board doctors fall into several well-defined categories, each of which he examined, keeping in mind the necessity or otherwise of providing for the right of appeal to a Medical Appeal Board.

These categories in which *bona fide* medical disputes may and do arise were as follows:—

(1) Did the disability arise from the accident or the disease from the man's occupation?

(2) What treatment, including surgical operative techniques, is to be permitted by the Board?

(3) Is an injured man or his own doctor to be allowed to consult a specialist of his or their own choice?

(4) Should the Board follow the advice of the specialist selected?

(5) Is an injured workman to be allowed a free choice of treatment by other than qualified medical doctors?

(6) When has an injured workman made his maximum recovery and is he fit to return to work?

(7) What is the percentage of his residual disability?

In examining the treatment to be permitted by the Board, the report discussed the proper method of diagnosing, treating and operating upon intervertebral disk lesions, a subject on which the Board doctors were under attack during the inquiry, and the Commissioner concluded that the Board's policy with respect to this type of operation seemed reasonably consistent with presently existing majority opinion.

The Commissioner found nothing to suggest that the arbitrary authority of the Board in regard to the selection of specialists is being abused but remarked that "the fact that such power is vested in the Board does not meet with general approval". Unions complained that the Board channelled cases to a certain group of specialists, often against the wishes of the injured man or his doctor. He pointed out that under Section 25 the Board, acting on the advice of its medical staff, has a very wide authority over medical

care and who should administer it. "The Board pays the bills and should, within reason, call the tune."

With regard to changing doctors, the Board's policy is to grant a workman's request if it appears reasonable and if he has obtained the consent of the doctor of his first choice. In the Commissioner's opinion, the Board should continue to exercise a reasonable degree of control in relation to change of doctors but if the injured man is dissatisfied with his original doctor he should be allowed a change.

The Commissioner could not suggest that the Board should be bound to follow the advice of the specialist selected. Under the present system the Board consults two or more specialists, weighs their various conclusions, together with the opinions of its own medical officers, and a decision is reached. This was preferable, the Commissioner felt, to binding the Board to accept the opinion of specialists who do not act in concert and after joint consultation but as individuals expressing several opinions.

The question of whether a workman is to be allowed a free choice of treatment by other than qualified medical doctors involved the question of treatment by chiropractors, chiropodists and naturopaths.

In 1943 the Act was amended to permit treatment by "persons authorized to treat human ailments." By regulation, however, the Board limited recourse to chiropractors, chiropodists and naturopaths by directing that a workman must first have the permission of a physician before obtaining such treatment.

During the inquiry the Board, of its own initiative, revoked the regulation with respect to chiropractors and naturopaths, permitting compensation patients to go directly to them for treatment, subject to the condition that treatment in excess of two weeks will not be paid for unless authorized by the Board. This provision permits Board doctors to check the progress of the treatment.

From the evidence the Commissioner was satisfied that the Board should remove the restriction with respect to chiropodists. He left it to the Board to determine if it was necessary to keep a close watch on the progress of treatment by chiropodists, suggesting that the potential hazard seemed relatively minor, if indeed it existed at all.

Medical Appeal Board

One basic fact emerged from the great mass of evidence before the Commissioner: that disputes concerning contentious medical questions have arisen and will continue to do so. Having given "anxious

thought" to the problem, he reached the conclusion that in the public interest some independent and impartial tribunal should be set up to resolve these disputes speedily, cheaply and finally.

"The present referral system to individual specialists . . . results, in my view of the evidence, in interminable delays, in an unnecessary expenditure of money and leaves in its wake many cases of neuroses precipitated by endless frustration and anxiety," he stated.

The Chairman of the Board conceded that the present system was "haphazard" but felt that if a Medical Appeal Board were created it would result in a deluge of contentious claims. The Commissioner did not agree. From an analysis of the type of claims which might be appealed, he estimated that there might be 200 cases in the first year or two but that after a period the number would be much less. Experience in the States of Washington and Oregon, which have such appeal boards, supported this view. It should not be forgotten, the Commissioner pointed out, that the vast majority of cases go through the routine procedure from claim to payment without incident and without contention.

After noting that in the Alberta, New Brunswick, Ontario and Saskatchewan Acts there is provision for the reference of a disputed medical question to a Medical Referee or Medical Board of Review and that New Brunswick, Nova Scotia and Prince Edward Island permit appeals to the Courts on questions of law or jurisdiction, the Commissioner stated:—

In this province the principle of medical review recognized elsewhere is already operative and has been for many years. References to specialists by the Board in controversial cases is a form of review. Those who favour a Medical Appeal Board are seeking to formalize and regulate the present haphazard and unsatisfactory review procedure and to create a tribunal with power to bind the Board by its decisions.

Industry generally, except the Canadian Pacific and Canadian National Railways, felt that an Appeal Board was unnecessary and impracticable. A large number of unions opposed the idea and the Commissioner remarked that their opposition seemed to stem from fear that employer groups would also exercise the right to go to an independent board in contested cases. Other powerful unions, however, requested the creation of such a board. Members of the Workmen's Compensation Board also expressed opposition.

After answering some of the arguments against the establishment of a Medical Appeal Board, the Commissioner pointed out that no one would be forced to appeal unless he so wished. If industry does not consider an Appeal Board practicable, it does not have to seek its decisions. If, on the other hand, a large number of workmen think it practicable and necessary, and the Commissioner felt that the facts supported that view, they should have an opportunity to use its independent judgment to resolve disputed medical issues.

Constitution and Jurisdiction of Board

A Medical Appeal Board should, in the Commissioner's opinion, consist of three members. There should be a permanent chairman, a general practitioner of long experience, who should be appointed by the Lieutenant-Governor in Council, on the recommendation of the Minister of Labour, for a term of five years. The other two members should be selected in each appeal from a roster of certified specialists, one to be selected by the appellant and the other by the Board.

The present system of consulting a specialist could continue and an appeal be made to the Medical Appeal Board when that procedure was deemed essential to a final resolution of the problem. The decisions of the Appeal Board would be final and binding in relation to the facts and circumstances existing at the time of the decision. They would not stultify the Board's powers to reopen and review a case should there be a later material change of the facts and circumstances.

The jurisdiction to be exercised by the Appeal Board should be to diagnose the nature as well as determine the extent of the workman's functional disability. The evaluation of functional disability in terms of compensation is not within the medical field.

The Commissioner did not consider it wise or expedient to have the actual treatment of an injured workman subject to appeal. That decision should be left wholly with the Board. He illustrated the field of jurisdiction of the Medical Appeal Board as follows:—

Let us once more call on John Doe—now long suffering—to illustrate my point. He injures his back and his own doctor diagnoses a disk lesion. This may, or may not, be supported by a specialist. The Board's doctors, however, in either event do not agree that the neurological findings support the diagnosis of nerve pressure. An appeal is taken to the Medical Appeal Board and it is decided that undoubtedly the man's pain and incapacity are due to a herniated disk. At that

point their jurisdiction ceases. They have decided a disputed issue as of that moment. The case is then back with the Board in exactly the same position as if the Board's doctors had agreed with the original diagnosis.

The questions which then arise concerning treatment, operative techniques, and so on are all the responsibility of the Board, from which there should be no appeal.

The man is operated upon and later is awarded compensation based on loss of function of 40 per cent of total. That is disputed and becomes, unless settled, a problem for the Medical Appeal Board. The Board's estimation of residual functional disability is either confirmed or modified. The case then is back with the Board as if the Medical Appeal Board never existed, except for the two decisions it gave which, it is assumed, the Board doctors ought to have given in the first place.

In summary, the Commissioner stated that an enactment like subsections (a), (b) and (d) of Section 27 of the Alberta Act with provisions added embodying the right of the Board to decide preliminary questions of fact (on which the medical determination might be based) and excepting treatment from the appeal provisions would carry out his concept of the jurisdiction that ought to be vested in a Medical Appeal Board. The Board should be required to accept and act upon the decisions of the Medical Appeal Board. The right to appeal should extend to both employers and employees and it should not be given retrospective effect.

Procedure of Medical Appeal Board

The Commissioner suggested that time limits be set in order that appeals might be heard and decided upon expeditiously. He proposed that notice of appeal should be brought within 10 days after notification of a Board decision, the notice to be accompanied by a physician's certificate indicating that the issue is a *bona fide* medical dispute and giving sufficient particulars to define it. Notice should be served on the permanent chairman who would be required to notify the Workmen's Compensation Board and the employer or employee, as the case might be. The other two members should be selected by the appellant and the Board within five days after being requested to do so by the chairman and the Board should meet and decide the dispute within 15 days.

The Medical Appeal Board should determine its own procedures except that in all cases the workman should be present with his doctor, if he has one. The appellant and the Board should have the right to

present such medical evidence as the Medical Appeal Board deemed relevant and it should be able to call in specialists and to conduct tests as it might consider necessary. The opinion, giving reasons for decision, should be written and delivered to the Board and to the appellant. The Commissioner suggested that requirements concerning procedure might be laid down in regulations.

Payment should be from the Accident Fund and on a per diem basis. The Commissioner suggested \$50 for the first day's hearing and \$35 for each succeeding day. Witness fees and costs of tests should be paid from the Accident Fund.

In conclusion the Commissioner stated:—

This Medical Appeal Board is a new departure in Canada, and of necessity it will take a little time to "shake down" and to discover and iron out the wrinkles. The main thing is to get the principle established and the rest will follow in due course. If it is found impracticable and unworkable after a fair try, then it can be eliminated without anybody being very badly prejudiced in the testing period.

Complaints Against Medical Division

Unions complained that the Board's medical officers erred in not extending to claimants the benefit of the doubt in border-line cases. Industry groups complained with equal emphasis that the

benefit of the doubt had been extended too freely to claimants. The Commissioner commented on this score: "I presume over the long haul each would cancel out the other and justice in the main be done."

It seemed to him, from the evidence as a whole, that the Board doctors, generally speaking, give the benefit of the doubt to the workmen with due regard to the impartiality of their positions. In this they are carrying out the general policy of the Board. If there is error, it would seem to fall upon the side of, and benefit, the injured workman. This opinion was borne out by the fact that there has been a drop since 1943 in the ratio of rejected cases to the total number of claims reported.

The Commissioner's conclusion was:—

From a consideration of the whole evidence directed against the Medical Division of the Board, it appears to me that the number of complaints, while of extreme importance to the complainants, are relatively very few when viewed in the broad perspective of the thousands of cases going through the hands of the Board's doctors.

He stressed the necessity, however, of their getting away from the daily atmosphere of routine work to take post-graduate or refresher courses and "become refreshed in learning and perhaps in spirit as well".

Methods of Determining Compensation

In discussing the functions of the Claims Division, the Commissioner reviewed the historical background of the British Columbia Act, recalling that it followed practically verbatim the Ontario Act which, in turn, was drawn largely from English statutes and the Act of the State of Washington.

He pointed out that there are two alternative methods of determining compensation awards. One is to evaluate the loss of function on a purely physical basis as a percentage of total disability. The other method is based on the difference between the average earnings of the workman before the accident and the average amount he is earning or is able to earn in some suitable employment after the accident.

Under the first method the degree of incapacity is determined, e.g., the loss of an arm at the shoulder is regarded as a loss equal to 76 per cent of total disability. The average wage of the claimant at the time of the injury is calculated and the percentage that his physical impairment bears to the normal is regarded as the measure of the loss of his average wage.

The claimant then receives two-thirds* of that loss, i.e., the man who has lost an arm receives two-thirds of 76 per cent of his average wages. His future earnings do not affect his pension, notwithstanding the fact that he might later receive a higher wage than he was receiving at the time of the accident. In many instances a claimant is paid compensation when he has no immediate wage-loss.

The wage-loss method requires a constant check on and supervision of the actual wages being earned by the pensioner. An injured man who loses an arm at the shoulder but is re-employed at the same wage as when injured receives no pension nor does he until he suffers a subsequent wage-loss due to his injury.

The wage-loss method was tried in Ontario from 1935 to 1938 and was abandoned as unworkable under the Canadian system of administration. In England, the principle of basing compensation on loss of earnings was discarded in 1946 when the Workmen's Compensation Act became an integral part of a comprehensive

*In 1952 the percentage rate was raised to 70.

system of national insurance and the method of basing compensation on the degree of disablement due to the injury was adopted.

Chief Justice Sloan described the philosophy underlying each of the two procedures and the basic distinction between them, as follows:—

The wage-loss theory deals with the actual experience of an *individual*. It endeavours to measure not only his physical disability, but his mental attitudes, his educational background, his ambitions, initiative, and other intangibles in an effort to ascertain his future earning ability on a labour market theoretically ready to absorb him at a wage commensurate with his residue of physical ability and his degree of mental acumen and adaptability.

The physical-impairment theory based on loss of function alone does not concern itself with the individual as such. For instance, it makes no distinction in evaluating loss of function between the amputation of a hand of a labourer and that of a linotype operator. Both are rated as suffering from the same degree of loss of function, although the occupational incapacity in the one case bears no relation to the other.

The physical-impairment theory is based upon mass values and mass averages. Some injured men under this method get relatively more than they would under an individual valuation basis; others get less. Collectively, the long-term average takes care of the differences and in the main the result is that the average injured workman receives a just recompense for loss of wages, real or potential, over a period of years.

In 1942 the Act provided for the payment of compensation for permanent partial disability according to the wage-loss theory ($\frac{1}{3}$ of the difference in earnings before and after the accident) but the Commissioner found that in practice the Board used the physical-impairment method and he recommended that the Act be amended to validate the method actually used.

This recommendation was thought to be implemented by a 1943 amendment which reads as follows:—

But where the Board has deemed or deems it more equitable the impairment of earning capacity may be estimated from the nature and degree of the injury having regard to the workman's fitness to continue in the employment in which he was injured or to adapt himself to some other suitable employment or business.

Of this amendment the Commissioner stated:—

It will be seen that by the terms of the amendment the Board may not evaluate compensation from "the nature and degree of the injury" solely, but must also "have regard to the workman's fitness to continue in the employment in which he was injured or adapt himself to some other suitable employment or business". In other words, potential wage-earning capacity has been annexed to and

is an added factor to be considered when estimating the degree of residual physical function "from the nature and degree of the injury". It is a mixture of two alternative and mutually exclusive theories and does not therefore implement the recommendations I made.

The Commissioner then went on to say:—

It is common ground that the Board now, as in 1942, does not attempt to evaluate compensation awards on the difference between the average wage at the time of the injury and the actual or potential wages after the injury. The p.p.d. award is made now, as it was in 1942, by translating the degree of physical impairment into a more or less arbitrary percentage of loss of earning capacity by the use of a disability schedule where applicable. That practice is now common in all Canadian provinces.

The Commissioner considered, therefore, that the Act should be amended with retrospective effect to validate the present method of calculating compensation in permanent partial disability cases solely on the basis of physical loss of function and proposed that the following section be substituted for Section 22(1):—

22(1) Where permanent partial disability results from the injury, the impairment of earning capacity shall be estimated from the nature and degree of the injury and the compensation shall be a periodical payment to the injured workman of a sum equal to sixty-six and two-thirds per centum of the estimated loss of average earnings resulting from such impairment and shall be payable during the lifetime of the workman, or in such other manner as the Board may determine.

(2) The Board may compile a rating schedule of percentages of impairment of earning capacity for specified injuries or mutilations which may be used as a guide in determining the compensation payable in permanent disability cases.

(3) Where the Board deems it more equitable, the Board may award compensation for permanent disability having regard to the difference between the average weekly earnings of the workman before the accident and the average amount which he is earning or is able to earn in some suitable occupation after the accident, and the compensation shall be a periodical payment of sixty-six and two-thirds per centum of such difference, and regard shall be had to the workman's fitness to continue in the occupation in which he was injured or to adapt himself to some other suitable employment or business.

A like amendment would have to be made with respect to compensation for temporary partial disability. These amendments would bring the Act into line with the Ontario Act as it is now being interpreted by the Ontario Board.

Industry generally opposed the amendment. The Canadian Manufacturers' Association took the position that Section 22(1)

should remain in its present form and that the Board should administer it according to its terms, i.e., should use the wage-loss method, or alternatively, if the present method was continued, some provision should be made for an "after the event" check to permit a pension fluctuation according to earned wage of the pensioner, having due regard to the variable purchasing power of the wage dollar. Of this scheme, the Commissioner commented:—

It is difficult to see how the two independent methods can be harnessed together. . . Weighing the evidence and

conflicting view-points as best I can, it is my conclusion that it would be wiser to stay with our present system. It is at least "a devil we know" and has over a long period of years worked reasonably well in the interests of the injured man. Industry has, under this system, paid too heavily in some claims and too little in others. On the whole, and taking the collective result as one must, I think industry at large by the use of this method has not been unfairly burdened. A justifiable complaint probably could be made by an injured individual who does not receive all he should. After all is said on the subject, he has the most to lose. I leave it at that.

Percentage Rate

Union groups were unanimous in requesting that the percentage rate of payment for disability be increased to 75 and upwards to 100. Industry was in general strongly opposed to any increase in the 66⅔ per centage rate.

The Commissioner rejected the request for an increase to 100 per cent, stating that, in making the request, unions clearly lacked appreciation of the historical background and the fundamental principles of the Act. He therefore set out in his report what he had said in 1942 concerning "the complete and abrupt transition" which the present system of collective liability had effected in the field of personal injury liability. Stating that "for labour to attempt now to charge industry with 100-per-cent wage-loss is to destroy the basic foundations upon which the Act was built", he again reviewed the contrast between the benefits now enjoyed by labour under the Act and a workman's position under the "harsh and unsympathetic rigours of the common law".

The adoption of a workmen's compensation scheme was done with the deliberate purpose of abandoning common-law duties, rights, obligations and remedies. Other rights different in concept and exclusive in operation were substituted. Both workman and employer had each to forego common-law rights in a compromise for the common good. The primary right relinquished by labour was the chilly one of attempting to recover damages at common law from an employer protected by a wall bristling with almost impregnable defences.

Under the Act an injured workman is entitled to compensation notwithstanding the fact that his employer is not in the slightest degree negligent, and in almost 100 per cent of injury cases the workman is now entitled to be paid compensation in contrast with the common-law recovery of damages in only 20 to 30 per cent of injury cases, and only then after a protracted and anxious bout with the law.

* * *

In the case of a man totally disabled through no fault of an employer but, for example, by an accident caused by his own carelessness or that of a fellow

workman, he receives his compensation granted him for life regardless of subsequent disability or sickness which would have ended his working career in early life, regardless of old age with its like result. His pension is not subject to the exigencies of strikes, lockouts, industrial depressions, seasonal unemployment. . . His compensation continues unabated throughout all these uncertainties and vagaries which beset the industrial worker. He pays no union dues, has no expense for working clothes and equipment. His compensation is free from income tax. He has, in some measure, security. In addition to these benefits, he receives free to him medical and hospital care when required and without limitation on its cost. He knows that if his injury is likely to have a fatal termination, members of his family are provided for by dependents' allowances. These benefits are substantial and are the fruits of the Act.

The permanent partial-disability cases are beneficiaries to a proportionate degree of these benefits. Those individual p.p.d. cases who are re-employed at their pre-accident wage are, in addition, receiving compensation payments.

Industry did not agree to bestow these benefits nor to disarm itself of the weapons of defence it was entitled to use at common law without exacting some concessions from labour. Labour makes its major contributions by an original 45-per-cent deduction of wage-loss now lowered to 33⅓ per cent, by a waiting period, and by foregoing any money claims based on pain and suffering.

The rate of compensation as fixed by the original Act was 55 per cent. It was increased to 62½ per cent in 1935 and to 66⅔ per cent in 1938. In considering whether a further increase was advisable, the Commissioner pointed out that the general theory underlying considerations relating to the payment of compensation is that, subject to a maximum and minimum, the pension should be sufficient to provide a standard of living for higher-paid workers above the subsistence level and for lower-paid workers not less than the subsistence level. Comparing the economic position of a man injured in 1938 with one injured in 1952, the Commissioner found that while wages have slightly more than doubled the purchasing

power of a person's income may have actually declined when compared with 1938. Ontario and Saskatchewan raised the percentage to 75 during this period.

The Commissioner's conclusion was that the rate ought to be increased about five per cent and he recommended that it be raised to 70 per cent.

Maximum and Minimum Earnings

In accordance with the principle expressed by Sir William Meredith, when reporting on the draft Ontario Act, that the ceiling on earnings should represent the maximum amount earned in a year by the highest paid wage-earner, the Commissioner found that the maximum of \$2,500 was out of line with prevailing wage levels in the province and recommended that it be raised to \$3,600. He noted that, whereas in 1943 only 12 per cent of claimants

received wages equalling or exceeding \$2,500, now 59 per cent are in that category. Industry, with the exception of the coal-producing companies, did not oppose "a reasonable increase".

With respect to the minimum payment of \$12.50 a week, industry opposed any change and labour sought an increase to \$20. The Commissioner's recommendation was that the minimum should be raised to \$15 a week.

Increased Benefits

Widows and Dependents

After weighing the relevant factors, the Commissioner was of the opinion that, within the principle of the Act, allowances should be increased. He recommended that widows' pensions be increased from \$50 to \$75 a month, children's allowances from \$12.50 to \$20 a month, allowances to orphan children from \$20 to \$30 a month and allowances to other dependants from \$50 to \$75 a month, the increases to orphans and crippled dependent children to be made retroactive.

The Commissioner could not, however, recommend an increase for widows and pensioners in receipt of compensation based on earlier awards. While he recognized "the sorry plight the shrinking dollar may visit upon a disabled workman and his dependants", he felt that industry now operating should not be called on to bear part of the burden of accidents which happened perhaps years before. He pointed out that, when the percentage of disability was established, the value of the dollar was a constant on both sides of the equation. "To say . . . that future fluctuations in the purchasing power of the dollar must govern the amount of compensation cheques is, in my opinion, an unsound proposition". For these reasons he considered that the burden of relief should be borne not by industry but by the state.

In explanation of his recommendation that increased benefits, except those to orphans and crippled children, should not be retroactive in effect, the Commissioner stated that, when a permanent injury or fatality occurs, the industrial class in which the workman was employed is assessed and pays a sufficient sum to set up capital reserves adequate to provide the funds required to pay compensation awards. By

the use of actuarial tables, it is theoretically possible to estimate the exact sum required to be set aside so that, by the expenditure of the capital sum plus interest, the fund and the Board's liability to the beneficiary cease at the same time.

If any increase in benefits were given a retrospective effect, it would require the setting up of large sums for additional capital reserves. Thus industries would be saddled not only with assessments to pay their own accidents but with a large additional sum to set up capital reserves to pay added compensation to workmen injured in other assessment periods and for whose dependants many of the present industrial classes may have no responsibility whatever. In the Commissioner's view, to charge industry with increases in pensions in respect to past accidents would be entirely contrary to the scheme of the Act.

Widows with dependent children complained that they were unable to pay hospital insurance premiums from their allowances. Commenting that "one can well imagine the difficulties facing a widow in these days of the inflated dollar trying to live on \$35 or \$40 a month," the Commissioner recommended that the hospital insurance premiums of present and future widows and orphans should be paid from the Accident Fund.

Funeral Expenses

The sum of \$150 allowed for funeral expenses seemed to the Commissioner inadequate under present-day conditions and he recommended that it should be increased to \$250. In addition to the allowance, the Board assumes the cost of transporting a workman's body to any part of British Columbia up to a sum of \$100.

Subsistence Allowance

A further recommended increase was in the subsistence allowance which the Board may make to an injured workman undergoing treatment away from home. The allowance is supposed to represent not the actual cost of subsistence when away from home but the difference between living at home and away from home and its purpose is to assist a workman who has to maintain two places of residence. The Commissioner was satisfied that the maximum of \$3.50 a day laid down in the Act was insufficient and recommended an increase to \$4.50, making the comment, however, that he felt that the determination of the maximum upwards or downwards as economic conditions warrant should not be fixed by the Act but left to the discretion of the Board. Industrial groups were not in favour of any increase and labour thought that the allowance should be increased to \$4.50 or \$5 a day.

Cost of Increases

Regarding the added cost of these increases to industry and, in turn, to the consumer of the goods produced by the industries charged, the Commissioner said:—

I have, in considering these matters, not lost sight of the fact that this province is

a producer of primary products far beyond the capacity of a local consumer's market to absorb and that we must therefore sell our goods—such as lumber—on highly competitive world markets and at world prices. We can, by adding too great an overhead to our production costs, be priced out of our markets with consequent calamitous results, not only to industry, but to labour as well. To endeavour to strike a just balance is a delicate business and can only be speculative at best.

He estimated the added cost, based on 70 per cent of wage-loss and according to the 1950 experience, as follows:—

Raise maximum from \$2,500 to \$3,600	\$ 2,224,000
Raise minimum from \$12.50 to \$15	120,000
Raise widows' pensions from \$50 to \$75 a month.....	550,000
Hospital insurance premiums for widows and orphans..	50,696
Raise children's pensions from \$12.50 to \$20 a month....	100,000
Raise orphans' pensions from \$20 to \$30 a month.....	2,700
Raise other dependants from \$50 to \$75 a month.....	15,000
Raise subsistence allowance to \$4.50 per diem.....	42,446
Raise funeral expenses from \$150 to \$250.....	16,300
Total	\$ 3,021,142

Waiting Period

The original Act of 1916 provided that an injured workman could not recover compensation for the first three days of his disability no matter how long he was incapacitated. In 1925 the Act was amended to provide that, when the disability was of more than 14 days' duration, compensation should be paid for the three-day "waiting period". In 1946 the 14 days were reduced to six days.

In the inquiry labour groups pressed for the elimination of the waiting period.

Industry considered the six days too short a period and suggested a return to 14 days.

The Commissioner did not consider that any change should be recommended. He pointed out that a waiting period was intended to cut down petty claims with attendant increased compensation costs and to prevent malingering. It is also a form of contribution by employees to the Accident Fund.

Second Accident Fund

Since neither industry nor labour seemed well informed about the second accident fund, the Commissioner reviewed the purpose of the fund and the extent to which it has been used in recent years.

The second accident fund is set up under the authority of Section 34(1)(d) of the Act, which permits the Board to provide a reserve fund to be used to meet the loss arising from any disaster or other circumstances which, in the opinion of the Board, would unfairly burden the employers in any class. The phrase "or other circumstances" is deemed wide enough to cover second accident injuries.

The Commissioner explained the fund as follows:—

The purpose of this fund is to relieve employers in a class of the total cost of a second accident occurring to a man already suffering from an injury and thus to encourage employers to employ injured men without fear of being saddled with an unfair assessment should he sustain a second injury.

The best illustration of how the Second Accident Fund is applied is the "eye cases". Assume a workman has an accident, as the result of which he becomes industrially blind in one eye. He is re-employed in another industry, and through another unfortunate accident loses the sight of his remaining eye. Instead of assessing the class in which he

was re-employed the full sum necessary to compensate him as a total disability, that class is charged as if the man had only lost an eye. The balance is charged to the Second Accident Fund.

Since the second accident fund is maintained by assessment on all industries, the cost of second-injury cases is spread over

all classes instead of being charged to one. Many perplexing problems arise in determining if second disabilities are due to new injuries or are mere aggravations of the original injuries. In these matters the Board must exercise a reasonable discretion, the Commissioner stated.

Hospital Insurance

On the subject of medical costs, the Commissioner considered a complaint from the B.C. Loggers' Association that in 1951 industry was called upon to pay approximately \$1,200,000 in hospital costs which it contended should have been borne by the Hospital Insurance Fund in return for premiums paid by injured workmen.

The Hospital Insurance Act went into effect on January 1, 1949, and during the first year of its operation the Board under agreement with the Hospital Insurance Commissioner paid for hospital care of injured workmen at the rate of \$8.50 per day. In 1950, the Act was amended to provide that an injured workman under the Workmen's Compensation Act was not a beneficiary. Since that time, notwithstanding the fact that a workman has paid his hospital insurance premium, the Board has been required to pay the actual cost of his hospitalization and treatment.

The Commissioner stated that the insurance of employed persons against industrial accidents is recognized as being

separate from the insurance of employed persons against the cost of general hospital care because two different risks are involved. The risk of industrial accident or of contracting an occupational disease is related directly to the industry in which a person may be employed and the cost of this insurance program is borne by the employer. The risk of sickness requiring general hospital care is not related to employment and is supported by contributions of the individual and the province. In only eight of the 24 hours is industry expected to insure the workman. This principle is also recognized under the Saskatchewan Hospitalization Act.

Further, the Commissioner pointed out, the separation of the risk of industrial accident from that of ordinary sickness is internationally recognized and, in countries where separate insurance programs are not established, a separate contribution is required from the employer for workmen's compensation.

Fatal Injury When No Dependents

As in 1942, the Commissioner rejected a labour request for an amendment to provide that when a workman without dependents is killed, the appropriate class should be assessed the sum of \$1,000 and this sum should be paid into the Rehabilitation Fund. In his view, such an amendment would introduce a new theory

into the compensation field, a theory which views compensation as the collection of some form of monetary penalty from industry instead of part indemnity to dependents for the actual wage-loss suffered by the death of the workman.

(First of two instalments. The second instalment will appear in the May issue.)

Accident Prevention Facilities in Manufacturing Establishments

Of 6,670 manufacturing establishments surveyed, 86 per cent provide facilities for the prevention or treatment of industrial accidents

Facilities for the prevention or treatment of industrial accidents and diseases were reported by 86 per cent of the 6,670 manufacturing establishments which participated in the Labour Department's annual

survey of working conditions as at October 1, 1951. The 5,763 establishments which reported that they provided some form of accident prevention or medical facilities employed 745,000 plant workers, or 95 per

**FACILITIES FOR THE PREVENTION AND TREATMENT OF INDUSTRIAL ACCIDENTS AND DISEASES IN MANUFACTURING
Establishments (and numbers of plant-employees in these establishments) Providing these Facilities, by Industrial Groups, October 1, 1951**

Industrial Classification	Worker- Supervisor Safety Committee		Safety Engineer		Employees Trained in First Aid		Recurring Medical Examination		Full-time Plant Nurse		Full-time Plant Doctor		First-Aid Kit Only		No or No Information		Total Coverage	
	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers
Food and Beverages.....	264	45,509	72	15,657	437	62,243	115	21,436	103	36,889	19	5,092	321	13,452	164	7,910	1,027	97,565
Tobacco and Tobacco Products.....	7	1,887	1	1,200	6	2,584	8	6,027	13	6,518	1	1,200	5	262	9	247	30	7,527
Rubber Products.....	16	12,249	10	10,196	16	10,544	9	8,154	19	14,312	1	2,142	5	662	2	87	31	15,772
Leather Products.....	18	2,549	6	656	75	7,156	8	675	4	1,575	.....	.....	130	6,846	73	3,273	290	19,042
Textile Products (except Clothing).....	68	20,559	18	10,209	161	33,458	31	16,342	66	38,896	5	7,907	125	5,454	32	1,473	353	59,764
Clothing (Textile and Fur).....	44	6,934	23	2,219	197	19,621	15	3,012	42	10,663	4	463	447	23,653	173	7,858	866	61,386
Wood Products.....	198	27,457	53	8,498	382	39,265	18	2,773	20	6,323	3	1,348	211	9,488	113	5,103	760	58,566
Paper Products.....	129	48,390	60	34,864	187	54,365	55	24,495	74	38,001	15	8,204	59	2,908	19	1,691	288	63,914
Printing, Publishing and Allied Industries.....	35	4,361	11	1,335	143	13,407	12	2,571	12	5,522	1	480	198	6,591	92	3,900	456	26,940
Iron and Steel Products.....	228	82,536	77	61,210	425	88,307	81	40,109	114	80,785	18	30,421	219	8,706	62	2,716	797	131,997
Transportation Equipment.....	107	34,448	46	53,100	211	61,766	37	36,037	63	65,441	13	28,562	275	8,648	72	3,389	610	96,187
Non-Ferrous Metal Products.....	37	19,046	25	23,988	86	30,014	35	23,039	32	25,784	9	16,798	58	1,572	11	306	177	34,997
Electrical Apparatus and Supplies.....	55	28,551	33	24,779	99	31,008	25	7,276	55	32,430	6	8,297	32	943	5	631	167	41,477
Non-Metallic Mineral Products.....	53	7,882	19	4,327	94	12,484	22	5,894	14	4,904	4	1,129	84	2,718	26	736	228	18,892
Products of Petroleum and Coal.....	38	5,884	22	6,216	40	8,063	16	5,136	13	5,361	4	2,724	14	1,070	1	666	66	10,132
Chemical Products.....	87	14,664	50	13,646	179	24,188	83	15,956	44	18,406	15	8,008	85	2,109	32	685	326	30,294
Miscellaneous Manufacturing Indus- tries.....	28	3,414	9	2,880	71	6,271	11	1,905	13	3,252	.....	.....	94	3,282	21	1,095	198	12,534
Canada Total.....	1,412	366,320	535	274,680	2,809	504,824	581	220,837	701	395,062	118	123,775	2,362	98,364	907	41,766	6,670	786,986

cent of the 786,000 workers in manufacturing covered by the survey. The fact that the percentage of workers employed in establishments having safety and health facilities is greater than the percentage of such establishments indicates that these facilities are more common in the larger plants.

More than 40 per cent of establishments with approximately 65 per cent of the plant workers covered by the survey reported that they had employees who were trained in first aid. More than 20 per cent of establishments with 46 per cent of the employees had joint worker-supervisor safety committees. As a rule, trained safety engineers are employed only by the comparatively larger firms. This is borne out by the fact that only eight per cent of the reporting establishments had such officials but these same establishments had 35 per cent of the employees.

Similarly, only 1.7 per cent of the reporting plants had full-time plant doctors; but they employed slightly more than 15 per cent of workers covered. Slightly more than 10 per cent of the factories reported having full-time plant nurses but the number of employees in these was approximately 50 per cent of those dealt with in the survey.

Almost nine per cent of the establishments dealt with in the survey reported that they required their employees to undergo recurring medical examinations;

the employees of these plants made up slightly more than 28 per cent of those covered.

The accompanying table gives information on the frequency with which safety and health facilities are provided in the various sub-groups of the manufacturing industry.

The information given in this table bears out the observation made above that safety and health provisions are more frequently provided in the larger establishments. For example, in the non-ferrous metal products group, nine plants (five per cent of the total number of establishments) employing nearly 17,000 plant workers (or 48 per cent of those employed in the group) have full-time plant doctors. Full-time plant nurses are provided by 18 per cent of the plants in this industry, these plants employing nearly three-quarters of the industry's workers.

In the rubber products industry, in which the average size of establishment is relatively large, ninety per cent of the workers are in plants which employ full-time nurses, more than three-quarters of the workers are in plants which have worker-supervisor safety committees and almost two-thirds are in establishments employing safety engineers.

In the paper-products industry, three-quarters of the plant workers are in establishments having worker-supervisor safety committees and more than half are in plants having safety engineers.

Labour Minister Urges Government Workers to Avoid Accidents

After reviewing figures of accidents among government employees which required workmen's compensation, Hon. Milton F. Gregg, Minister of Labour, urged all workers in the government service, regardless of their occupation, to be more careful and to take no unnecessary chances of accident.

"There is need among government workers for more safety consciousness," Mr. Gregg said. "Most accidents could have been prevented by a little forethought, a little more care, a little greater safety consciousness on someone's part."

Statistics of accidents to federal employees are kept by the Government Employees' Compensation Branch, Department of Labour. The Branch has sponsored an intensive safety campaign throughout government departments.

A recent report on compensable accidents among federal employees indicates an accident rate of between eight and nine per cent, i.e., the number of compensable accidents is eight to nine per cent of the number of employees covered by workmen's compensation.

During the fiscal year 1951-52, there were 12,857 claims made on provincial workmen's compensation boards, through the Government Employees' Compensation Branch, on behalf of federal government employees (L.G., March, p. 370).

Federal employees covered under the Government Employees' Compensation Act include not only civil servants but also employees of many Crown corporations.

International Labour Organization

4th Session of Textiles Committee

Group warns that international trade competition should not lead to worsening of conditions of employment. Canadian named vice-chairman

"It is essential that international competition for trade in textile goods should not lead to a worsening of conditions of employment or a lowering of standards of living and in particular that it should not lead to an abandonment of social policies considered as basic," the International Labour Organization's Textiles Committee* has declared in a resolution adopted at the group's fourth session in Geneva from February 2 to 13. The vote on the resolution was 67 to none, with 37 abstentions.

Representatives of the Governments, employers and workers of 23 countries attended the meeting. Canadian government delegates were S. H. McLaren, Executive Director, Unemployment Insurance Commission, and Miss Ruth A. Hamilton, Adviser on Women's Employment, UIC.

A Canadian delegate, H. F. Irwin, was appointed vice-chairman of the session for the employers. The session was presided over by Henry Hauck of France, representative of the ILO Governing Body.

The resolution also recommended:—

That the ILO Director-General, David A. Morse, continue to take all possible steps, in consultation with the international organizations concerned, to achieve this goal;

That the attention of all organizations concerned with the international textile trade be drawn to "the essential principle that basic social standards must be safeguarded";

That Governments be urged to take whatever individual or collective action may be feasible and appropriate, other than action tending to restrict international trade.

The Committee approved by 82 votes to 20, with two abstentions, a series of conclusions relating to the employment of women in the textile industry.

While it could not agree on a definition of "guaranteed wage", the Committee recognized that "structural, cyclical, seasonal and other changes in manufacturing

activity may endanger the stability of income of workers in the textile industry and that any reasonable and practicable step should be taken to reduce this risk of instability."

Countries sending delegations to the session were: Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Egypt, Federal Republic of Germany, Finland, France, India, Italy, Japan, Mexico, Netherlands, Norway, Peru, Sweden, Switzerland, the United Kingdom and the United States.

Majority of Governments Favour Recommendation On Holidays with Pay

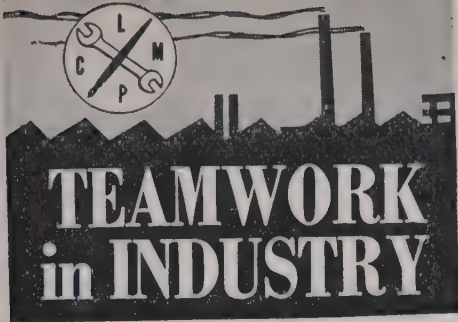
The majority of 40 Governments replying to an ILO questionnaire have indicated they favour a paid holiday of two weeks a year for persons employed in industry and commerce. Most of them agreed that the ILO's general conference should adopt a formal Recommendation on the subject.

The question of holidays with pay is listed for "first discussion" at the 36th International Labour Conference opening June 4 at Geneva.

In preparation for the discussion, the International Labour Office asked governments for their views on the contents of the proposed Recommendation. On the basis of the replies, the Office drafted a number of preliminary conclusions which will be submitted to the Conference.

The proposed Recommendation should provide, the Office's conclusions suggest, that workers be granted, where conditions permit, an annual paid holiday of not less than 12 working days (not less than ten working days in the case of a five-day week) after one year of continuous employment. It should also provide that the right to a holiday proportionate to the number of full months of service be acquired after six months' continuous service.

*Industrial Committees were inaugurated in 1945 by the ILO Governing Body to deal with problems of some of the most important international industries.



The first in a series of open meetings was held recently by the LMPC at Yarrow's Ltd. in Victoria. All employees were invited to attend and watch the committee at work. Labour and management representatives spoke briefly to the group and explained the purpose and objectives of the LMPC.

The guests did not actively take part in the proceedings but had previously submitted questions that they particularly wanted to hear discussed. During the meeting discussions were held on the credit union health plan, the pension plan, staging work in the dry dock, reports of sports events in the yard paper, and Yarrow's group insurance plan.

* * *

More than 100 suggestions have been submitted to the jointly-administered labour-management suggestion plan at the Great Lakes Paper Co. in Fort William. The plan has been in operation for one year. To date, 27 awards ranging from the minimum of five dollars to \$100 have been paid. The value of several other suggestions has not yet been calculated and they are being held for review.

A labour-management committee of ten members, six management and four labour, administer the plan. One labour member is chosen from each of the four international unions representing employees at the mill. The employees have been enthusiastic about the plan. All hourly-rated employees are eligible for cash awards ranging from five to one thousand dollars. Salaried employees, with the exception of company officers and certain specified officials, are also eligible.

* * *

Labour-management production committees have resulted in the saving of thousands of dollars by increasing production efficiency and helping to improve fire, health and safety records in many plants, Arthur Hemming said recently. Mr. Hemming, Executive Secretary of the Trades and Labour Congress of Canada, was addressing a meeting of the Niagara Peninsula Branch of the Engineering Institute of Canada.

Mr. Hemming spoke as a representative of labour in a panel discussion. Other speakers were W. A. Campbell of Canadian Westinghouse Ltd., representing management, and E. V. Brown of Ridley College, representing the public.

During his address, Mr. Hemming said: "Labour and management have come to realize that neither is a separate entity working apart from the other but that both are completely dependent on the other.... Even greater labour-management co-operation must make itself manifest if Canada is to remain the great country it is today, if Canada is to maintain its place as one of the great industrial countries in the world and if increased production is to be attained."

* * *

During March, a network of 64 Canadian radio stations carried *Third Dimension*, a dramatized broadcast on labour-management co-operation presented under the auspices of the Labour-Management Co-operation Service.

The story revolves around a newspaper reporter assigned to prepare a feature story on labour-management relations in a plant where there is an LMPC. He is skeptical that labour and management can work together. He is told of an incident that had threatened the firm's existence and of the solution to the problem found by the LMPC. He talks with union and management representatives and is told of the positive benefits to be gained from co-operation.

The title of the broadcast is taken from an analysis of co-operation by the president of the company. He describes the conventional view of labour-management relations as an uneasy balance of toleration, with no attempt made to work together. He then explains what happens when labour and management develop into a team: "When labour and management start sharing ideas—start seeing each other's problems—start talking each other's language—a whole new creative force is released. So—you've got *not* just labour, *not* just management, you've got co-operative action. And that's what I call the Third Dimension."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during February. The Board ordered two representation votes and allowed the withdrawal of one application for certification. During the month, the Board received five applications for certification.

Representation Votes Ordered

1. The West Coast Seamen's Union (Canada), applicant, and M. R. Cliff Tugboat Co. Ltd., Vancouver, respondent. The Board ordered a representation vote following consideration of the application for certification (L.G., March 1953, p. 418) (Returning Officer: D. S. Tysoe).

2. Forbes Rhude, applicant, the American Newspaper Guild, respondent, and The Canadian Press, respondent. The Board ordered a representation vote following consideration of the application for revocation or certification (L.G., Feb. 1953, p. 239) (Returning Officer: F. J. Ainsborough).

Application for Certification Withdrawn

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and the Canadian Broadcasting Corporation, respondent. At the request of

the applicant, the Board allowed the withdrawal of the application (L.G., Feb. 1953, p. 239).

Applications for Certification Received

1. Local No. 244, Building Service Employees' International Union, on behalf of a unit of toll collectors and maintenance employees employed by Burrard Inlet Tunnel and Bridge Co., North Vancouver (Investigating Officer: D. S. Tysoe).

2. International Association of Machinists, on behalf of a unit of maintenance employees employed by Colonial Airlines, Inc., at Dorval Airport, Que. (Investigating Officer: C. E. Poirier).

3. The West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed on vessels operated by Car Barge Towing Co., Limited, Vancouver (Investigating Officer: G. R. Currie).

4. National Association of Broadcast Engineers and Technicians, on behalf of a unit of employees of Radio Station CKVL, Verdun, Que. (Investigating Officer: L. Pepin).

5. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of production employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February the Minister appointed Conciliation Officers to deal with the following disputes:—

(1) J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co. Ltd.; North American Elevators Ltd.; Sorel Dock Stevedoring Co. Ltd.; Brown & Ryan Limited; and Eastern Canada Stevedoring Co. Ltd. and National Catholic Syndicate of Longshoremen of Sorel, Inc. (Conciliation Officer: L. Pepin).

(2) Westward Shipping Limited, Vancouver, B.C., and Seafarers' International

Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

(3) Yukon Consolidated Gold Corporation and Dawson Miners' Union, Local 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations and the Industrial Relations Branch of the Department.

(4) Red River Grain Company Limited, St. Boniface, and Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper).

(5) Canadian Pacific Air Lines Limited (Accounting Department), Vancouver B.C., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

(1) Canadian National Railways and Canadian Pacific Railway Company (Vancouver Hotel Company Limited) and

Local No. 882, International Union of Operating Engineers (Conciliation Officer: G. R. Currie) (L.G., March 1953, p. 419).

(2) Canadian National Railways (Oshawa Railway Company and Thousand Islands Railway Company), and Oshawa Railway and Thousand Islands Clerical Association (Conciliation Officer: F. J. Ainsborough) (L.G., March 1953, p. 419).

Conciliation Board Appointed

During the month the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Canadian National Steam-

(Continued on page 606)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Mining

Metal Mining—Falconbridge, Ont.—
Falconbridge Nickel Mines Limited
and The International Union of Mine,
Mill and Smelter Workers, Local 598.

Agreement to be in effect from September 12, 1952, to September 11, 1953. Either party may require the other party to enter into negotiations for the renewal of the agreement on 10 clear days' notice given within the period of two months immediately prior to its expiry date.

Check-off: compulsory for all employees. In addition to union dues the company will also deduct monthly from the pay of each employee the sum of 50 cents presently payable to the Union Welfare Fund.

Hours: 8 per day 5 days a week, a 40-hour week; delays in the hoisting and lowering schedules at the company's mines in excess of 15 minutes shall be paid for at straight time.

Overtime: time and one-half for work in excess of 8 hours in any one day or in excess of 40 hours in any scheduled work week, except where such excess is due to regular change of shift; double time for work on 7 (previously 6) paid holidays.

Vacations with pay: one week after one year's service, 2 weeks after 3 (previously 5) years' service and 3 weeks after 20 years' service. Employees with less than one year's service will be entitled to one week with pay equal to 2 per cent of the total wages earned during the preceding year.

Hourly wage rates: retroactive to August 31, 1952, all wage rates are increased by $7\frac{1}{2}$ cents per hour. This increase is in addition to certain changes in individual wage rates agreed upon prior to the signing of the agreement.

Off-shift differential: employees shall be paid an off-shift premium of 4 cents per hour for work during the afternoon shift hours, 6 cents for work during the evening shift hours, and 8 cents per hour for work during the night shift hours, provided in each case that such off-shift hours were not scheduled for any other shift hours.

Apprentices: the company agrees to reimburse apprentices who have successfully completed an approved course for electricians, machinists, plate workers or carpenters, an amount not exceeding one-half of the cost to the apprentice of such course, provided that the cost to the company shall be limited to \$100 and that the apprentice is in the employ of the company on the completion of the course.

The company will not hire or create any third or fourth classes of tradesmen; those who are presently in the third and fourth classes will be upgraded as they qualify and as vacancies occur.

Provision is made for *seniority rights* and *grievance procedure*.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing

Rubber Products—Toronto, Ont.—Seibering Rubber Company of Canada Limited and The United Rubber, Cork, Linoleum and Plastic Workers of America, Local 118.

Agreement to be in effect from January 1, 1953, to December 31, 1953. No later than November 1, 1953, negotiations for revision or extension of the agreement shall begin; if satisfactory conclusions are not reached by February 1, 1954, the agreement shall continue in effect until cancelled by either party on 30 days' notice.

Check-off: voluntary but irrevocable for old employees, compulsory for new employees.

Hours: 8 per day, Monday through Friday, a 40-hour week. Maintenance employees who work on Saturday and/or Sunday will be granted comparable shifts off during the following work week. **Overtime:** time and one-half for work in excess of 8 hours in any one continuous shift and for work between 8 a.m. Saturday and 8 a.m. Monday; double time for work on 8 specified paid holidays.

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 15 years' service; employees with less than one year's service will receive 2 per cent of their earnings during the preceding year.

Wages: the previous wage scale shall remain in effect for the duration of this agreement except that in the event that negotiations on a general wage adjustment are entered into by 3 other tire producing companies in Canada, the question of wages shall be considered open for negotiations. Minimum hiring rates (per hour): employees on piece work operations—male \$1, female 80 cents, youth 85 cents; employees on day work operations—male 90 cents, female 80 cents; base rates for employees on piece work operations (per hour)—male \$1.29 $\frac{1}{2}$, female \$1.10, youth \$1.07. (The above hiring rates are 5 cents and the base rates 8 cents per hour higher than the previous rates.) Regardless of age or sex, equal pay for equal results shall prevail.

Off-shift differential: employees on the second and third shifts will be paid a shift bonus of 4 cents per hour.

Welfare: the company will continue in effect its program with reference to sickness, hospitalization and group insurance.

Provision is made for *grievance procedure, seniority rights* and a *Safety Committee*.

Fine Grade Paper—Ontario and Quebec—
Eight Fine Grade Paper Companies and The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, International Brotherhood of Paper Makers and International Association of Machinists.

Memorandum of agreement, executed as of September 30, 1952, renews the previous agreements between the above parties for one year, from May 1, 1952, to April 30, 1953, with the following changes and additions:—

Hours and overtime: effective as of the commencement of the first pay period following January 1, 1953, the hours of work shall be reduced from 48 to 44 per week; time and one-half will be paid for all work in excess of 44 hours, based on a 2-week average for shift workers, and for work on an employee's scheduled or designated days off.

Wages: the hourly wage rates shall be adjusted to provide the same take-home pay for 44 hours as was previously paid for 48 hours. To compensate for the "loss to the employees of leisure time" in the interval between the signing of the agreement and the introduction of the shorter work week, the company will pay to each employee 3 cents per hour for each straight time hour worked during that period. In the first pay period after December 1, 1952, all employees on the payroll as of December 1, 1952, who have been continuously employed since September 30, 1952, will be paid the difference between \$20 and the amount to which they are entitled under the preceding provision, this amount to represent advance payment in full of the 3 cents per hour payment for the month of December 1952.

Shift differential: effective as of the commencement of the first pay period after September 30, 1952, a shift differential of 2 cents per hour on the second shift and 3 cents on the third shift will be established for all employees on shift work. In the case of one company a shift differential of 3 cents per hour, paid previously on each of 3 shifts, is to be incorporated in the hourly rate for incumbents of shift base labour jobs as of the date of signing this agreement (except for mechanical trades) and no additional shift differential paid.

Pulp and Paper—Province of Ontario—
Twelve Pulp and Paper Companies and The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, The International Brotherhood of Paper Makers and Seven Other Unions Affiliated with The American Federation of Labour.

This memorandum of agreement, signed September 26, 1952, following negotiations and conciliation proceedings, renews the collective agreements in force between the above parties (see L.G., Sept. 1951, p. 1246)

for a further period of one year, from May 1, 1952, to April 30, 1953, with the following revisions:—

Overtime: an employee required to work on his scheduled or designated day or days off will be paid time and one-half for such work.

Wages: effective November 1, 1952, all wage rates shall be increased by 8 cents per hour; of this increase 4 cents per hour is to be retroactive to May 1, 1952, in the case of employees in the employ of the companies as of September 26, 1952.

Off-shift differential: effective October 1, 1952, employees on the second shift will be paid a shift bonus of 3 cents and those on the third shift a bonus of 5 cents per hour.

Printing and Publishing—Hamilton, Ont.
—Certain Printing Firms and The International Typographical Union, Local 129.

Agreement to be in effect from November 1, 1952, to October 31, 1953, and for such reasonable time thereafter (not exceeding 30 days) as may be required for the negotiation of a new agreement.

Union security: closed shop.

Hours: 8 per day Monday through Friday, a 40-hour week.

Overtime: time and one-half for the first 3 hours of work before or after a regular shift and for work on Saturday, or another regular off day, till 12 noon, double time thereafter and for all work on Sundays and on 8 specified *paid holidays*. Employees called back after having left the office shall be paid \$1 for such callback and overtime rates for all time worked.

Vacations with pay: two weeks after one year's service.

Minimum hourly wage rates: journeymen \$1.85 for day work and \$2.12½ for night work; effective May 1, 1953, the rates will be increased to \$1.90 for day work and \$2.18 for night work; apprentices, first 6 months, 30 per cent of the journeymen's scale, with an increase of 5 per cent every 6 months until 85 per cent of journeymen's scale are reached during the twelfth 6 months. Work between 7 a.m. and 6 p.m. shall be day work and work between 6 p.m. and 7 a.m. night work. Regularly designated split shifts running from day into night hours, and vice-versa, shall be paid for at the regular night rate. In no case shall an employee receive pay for less than a full shift, except when discharged for cause or excused at his own request. A superannuated member may be permitted to work at a rate not less than the journeymen's rate, provided that not more than one superannuated member shall be employed in any office at any one time and that he will not be allowed to work in any office where there are no journeymen employed.

Severance pay: in the event of consolidation or suspension all employees affected shall receive severance pay of not less than 2 weeks' pay at regular rate.

Apprentices may be employed in the ratio of one to every 4 journeymen, 2 apprentices to 7 journeymen, and 3 apprentices to 12 journeymen. No office will be permitted more than 3 apprentices. No apprentice shall be employed on overtime work unless the number of journeymen working overtime on the same shift equals the above ratio. No apprentice may leave one office and enter

the services of another employer without the written consent of the president of the union.

Seniority: priority standing shall be the determining factor in lay-offs and in filling vacancies, provided the employee concerned is competent to do the required work. In addition, employees may claim new shifts, new starting times, new slide days and have choice of vacation schedule in accordance with their priority standing.

Provision is made for the settling of disputes.

Steel, Iron and Coke—Sydney, N.S.—
Dominion Iron and Steel Limited and United Steelworkers of America, Local 1064.

Agreement, dated December 4, 1952, to be in effect until March 31, 1954, and from year to year thereafter, subject to 30 days' notice.

Union security: when hiring new employees the company will give consideration to former union members, if available, and to residents of the immediate vicinity, it will encourage new employees to become members of the union.

Check-off: voluntary but irrevocable.

Hours: 8 per day 5 days a week, a 40-hour week.

Overtime: time and one-half for work in excess of the scheduled standard work shift (provided it exceeds 15 minutes) or the standard work week and for work on Sundays by employees of certain specified shops who have heretofore been similarly paid; double time for work on 8 specified paid holidays. Employees not qualifying for the holiday allowance, who work on any of the 8 holidays shall be paid time and one-half for such work.

Vacations with pay: one week after one year's service, 2 weeks after 3 years' service and 3 weeks after 15 (previously 25) years' service. The minimum number of shifts which must be worked to obtain full vacation credits is 252, less shifts not worked because of accidents, sickness, union duties, jury duty, etc.

Hourly wage rates in effect March 31, 1952, shall be amended as follows: retro-active to April 1, 1952, they shall be increased by 8 cents per hour. Commencing November 30, 1952, "the present cost-of-living bonus shall be incorporated in the wage rates". Commencing April 5, 1953, all wage rates in effect on April 4, 1953, shall be increased by 3 cents per hour. Where female help is employed, the principle of equal pay for equal work shall apply.

Cost-of-living bonus: effective April 5, 1953, the company will compare the Dominion Bureau of Statistics' cost-of-living index published in March 1953, with that published in September 1952 (187.6), and will pay an adjustment for any increase in the index on the basis of one cent for each 1.3 rise. Such payment will be continued during the following 12 months, regardless of rises or declines in the index.

Off-shift differential: effective October 5, 1952, employees will be paid a shift premium of 3 cents per hour for work on the 4 p.m. to 12 midnight shift and of 5 cents per hour for work on the 12 midnight to 8 a.m. shift. Effective January 3, 1954, the shift premiums will be increased to 5 and 7 cents respectively. (The previous agreement did not provide for an off-shift differential.)

Job classification program: "The Company undertakes to put into effect, as of the first Sunday in October 1954, job classification with a 4 cent increment between adjacent classifications, using the Co-operative Wage Study Plan as the guiding principle."

Welfare: effective October 5, 1952, the company will contribute 1½ cents per hour for all hours worked to the Dominion Steelworkers' Mutual Benefit Society for all employees who are members of the society and covered by the agreement.

Provision is made for grievance procedure, seniority rights and the safety and health of employees.

Railway Cars—Montreal, P.Q.—Canadian Car and Foundry Company Limited (Dominion and Turcot Plants) and Brotherhood of Railway Carmen of America, Lodges 322 and 390.

Agreement to be in effect from September 1, 1952, to August 31, 1953, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Feb. 1952, p. 174) with the following changes:—

Hours: effective November 27, 1952, hours of work are reduced from 9 per day and 45 per week to 8½ per day and 42½ per week; the standard work week for heating system attendants is reduced from 54 to 48 hours

Hourly wage rates are increased, effective November 27, 1952, by from 14 to 16 cents per hour.

The former escalator clause is not included in this agreement.

The shift differential for work between 7 p.m. and 7 a.m. is increased by 2 cents per hour, from 5 to 7 cents.

Farm Machinery—Brantford, Ont.—The Cockshutt Farm Equipment Limited and The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 458.

Agreement to be in effect from June 20, 1952, to June 20, 1953, and thereafter from year to year, subject to notice.

Union security: union shop for new employees.

Check-off: compulsory for all employees.

Hours: 8 per day 5 days a week, a 40-hour week. Where three 8-hour shifts are worked males will be entitled to 20 minutes for lunch and females to 30 minutes, both with pay.

Overtime: time and one-half for work in excess of the full working day or the full working week and for work on Sundays (except where part of regular shift) and on 8 specified paid holidays. Employees required to work 7 continuous days of the calendar week will be paid at the rate of time and one-half for the seventh day. An employee who is absent without valid reason will be required to make up accumulated lost time to the 40-hour week basis before being paid overtime rates.

Rest periods and wash-up time: employees (except shift workers where 3 shifts are worked) shall be allowed a 10-minute rest period each half shift. The factory whistle will blow at 5 minutes to the regular quitting time and employees may either leave the plant immediately or remain to wash up.

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 15 years' service. Employees with between 3 and 12 months' service shall be entitled to 2 per cent of their earnings during the first 11 pay periods of the current calendar year (employees are paid bi-weekly). All vacation pay shall be subject to deductions on a *pro rata* basis for any unauthorized absence from work in excess of one day per month.

Wages: the scale of wages previously in effect shall be maintained for the duration of the agreement. Female employees will be paid the same wages as male employees, provided they attain the same results.

Off-shift differential: employees on the afternoon shift will be paid a shift bonus of 5 cents and those on the night shift a bonus of 7 cents per hour.

Pension, welfare plan, and apprenticeship standards are covered in separate agreements.

Provision is made for the continuance of a *Health and Safety Committee*, and for *seniority rights and grievance procedure*.

Trade

Dairy—Calgary, Alta.—Union Milk Company Limited and The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987.

Agreement to be in effect from November 1, 1952, to October 31, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: maintenance of membership.

Check-off: voluntary.

Hours of work, effective November 16, 1952: for drivers on commission basis—5 days per week, 40 weeks of the year and 6 days per week, 12 weeks of the year during June, July and August; there shall be no milk deliveries on Sundays, except when Christmas Day and New Year's Day fall on a Saturday or Monday; during the forty 5-day weeks the second day of rest shall be rotated each week with each man receiving Saturday, Sunday and Monday off each 6 weeks. For ice cream and butter departments—5 days, 40 hours, per week, 36 weeks per year and 5½ days, 44 hours, per week, 16 weeks per year; however, permanent employees shall receive time off in lieu of the extra half day worked during the 16-week period in May, June, July and August; the second day of rest during the 5-day week period shall be consecutive with Sunday. For all other employees—5 days, 40 hours, per week; where work is performed on a 7-day basis, the days of rest shall be consecutive; where Sunday is a regular day of rest the second day of rest shall rotate each week. (The hours provided in the previous agreement were: for drivers on a commission basis 5 days on, one day off, or 10 days on, 2 days off; for all other employees an average of 44 hours per week throughout the year.)

Overtime: time and one-half for work in excess of the above hours and double time, or another day to be added to the annual vacations, for work on 8 specified *paid holidays*.

Vacations with pay: after 30 days' service one-half day for each 23 days worked, after one year's continuous service one week, plus one-half day for each additional 23 days worked, after 2 years' continuous service 2 weeks and after 20 years' continuous service 3 weeks.

Monthly wage rates: special dairy help—pasteurizer, milk grader and tester, butter-maker, cream grader and tester, pasteurizer helper and ice cream mix maker \$208.20 to \$228.20; experienced dairy help—relief man, head checker, bottle filler, bottle washer, storage men, can washer, truck drivers, garagemen, stable men \$193.20 to \$208.20; experienced plant staff (female) \$153.20 to \$173.20. Inexperienced dairy help and plant staff will be paid for the first 3 months \$15 and for the second 3 months \$7.50 less than experienced employees. Milk route salesmen—base pay of \$197.20 plus commission of one cent on all units sold between 8,001 and 10,000 units per month, 1½ cents on all units sold between 10,001 and 12,000, and 2½ cents on all units sold over 12,000 per month (one retail route unit when sold to the householder equals one quart of milk or one pint of cream or one-half pint of cream; when sold to restaurants, hospitals and institutions it equals 2 quarts of milk or one quart of cream or one pint of cream); route reliefmen—base pay of \$228.20 plus average commission earned on routes assigned to his swing; route supervisors—base pay of \$240.70 plus average commission earned by route reliefman; experienced route helpers \$188.20 to \$198.20; wholesale route salesmen—base pay of \$220.20 plus commission of 1½ cents per unit on all units sold over 5,000 per month (one wholesale route unit equals one gallon of any product sold); wholesale route reliefman—base pay of \$248.20 plus the average commission earned on routes assigned to him. Butter, sour cream and cottage cheese shall not be included as units; when sold at retail prices the commission on butter will be one cent per pound, on sour cream 2 cents per carton or pint and on cottage cheese 2 cents per carton; when sold at wholesale price the commission will be one-half and one cent respectively.

Escalator clause: in addition to the above rates employees will be paid a cost-of-living bonus on the basis of \$5.40 per month for each 5 points increase in the Dominion Bureau of Statistics' cost-of-living index above 179. The bonus is to be adjusted quarterly, up or down; no bonus will be paid if the index falls to 179.

Provision is made for *seniority rights and grievance procedure*.

Service

Laundering, Dry Cleaning and Dyeing—Montreal, P.Q.—Burnett Limited and The Laundry Workers and Cleaners' Syndicate for the District of Montreal, Local 3.

Agreement to be in effect from February 16, 1952, to February 15, 1955, and thereafter from year to year, subject to notice.

Union security: maintenance of membership.

Check-off: the company agrees to deduct monthly union dues from the pay of all employees who so authorize and to remit same to the union.

Hours: for production employees—45 per week to be worked Monday through Friday; however, if required to work on Saturday morning straight time will be paid for such work; for maintenance employees—54 hours (5½ days) per week. The hours in either case are to be scheduled by the company.

Overtime: time and one-half for work in excess of 50 hours per week in the case of production employees and of 54 hours in the case of maintenance employees; double time for work on 4 specified *paid holidays* to all employees.

Vacations with pay: one week after one year's continuous service and 2 weeks after 5 years' continuous service.

Hourly wage rates: marking department, piece work average 80 cents to \$1 per hour, helpers 50 to 70 cents; dry cleaning 75 cents to \$1, helpers 60 to 70 cents; wet wash 75 to 90 cents, helpers 65 to 75 cents; spotting 80 cents to \$1.25, helpers 70 to 80 cents; pressers and finishers—wool, piece work average \$1.25 to \$1.50 per hour, hourly rate 80 cents to \$1, apprentices 70 to 80 cents; silk, piece work average \$1 to \$1.25 per hour,

hourly rate 80 cents to \$1, apprentices 70 to 80 cents; flat work 70 to 80 cents, helpers 50 to 65 cents; mangle 45 to 50 cents; shirts, piece work average 75 to 90 cents, helpers 50 to 70 cents; tailors, piece work average \$1.25 per hour, hourly rate 80 cents to \$1; dressmakers 80 cents to \$1, helpers 60 cents; minor repairs 50 to 55 cents, helpers 45 to 50 cents; assembling and packing 60 to 90 cents, helpers 50 to 55 cents; furniture cleaners 80 to 95 cents, helpers 60 to 70 cents; rug cleaners and washers 70 to 95 cents, helpers 60 to 70 cents; dyers \$1.25, helpers 65 to 75 cents; route salesmen \$27 to \$33 per week plus 4 per cent commission, helpers \$35 per week.

Cost-of-living escalator clause: all full-time employees who were in the employ of the company at the time the agreement was concluded will be granted, in addition to the above rates, a cost-of-living bonus of 30 cents per week for every complete point of increase in the Dominion Bureau of Statistics' cost-of-living index above 191.5 (index figure for January 1952.) Adjustments are to be made every 3 months, upwards or downwards, but in no event shall a decrease in the index below 191.5 affect the above wage rates.

Provision is made for *seniority rights* and *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of eight agreements and the correction of one other. In addition to those summarized below, they include: the amendment of the agreement for trade and office employees at Arvida and the correction of the agreement for food products manufacturing and wholesale food trade at Quebec published in the *Quebec Official*

Gazette, January 31, 1953, and the amendment of the agreement for tannery workers in the province gazetted February 7.

A request for a new agreement for the building trades at Three Rivers and requests for the amendment of the agreements for the building trades at Hull, at Sherbrooke and at St. Jérôme were published January 31. A request for a new agreement for the men's and boy's clothing industry and for tannery workers in the province and a request for the amendment of the agreement for the printing trades at Montreal were published February 7. Requests for the amendment of the various agreements for the building trades throughout the province, for the building materials industry in the province and for the ornamental iron and bronze industry at Montreal were published February 14.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

Mining

Building Materials Industry, Province of Quebec

See below under "Manufacturing".

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Men's and Boys' Shirt Manufacturing Industry, Province of Quebec

An Order in Council dated January 29 and gazetted February 14, amends the previous Orders in Council for this industry (L.G., Feb. 1952, p. 178; Jan. 1953, p. 97).

Industrial jurisdiction is amended by the deletion of the provision applying to the manufacture of work shirts for boys from 6 to 14 years of age.

Territorial jurisdiction: Zone I comprising the Island of Montreal and the area within a radius of 10 miles of its limits is unchanged. However, Zone II (the entire province with the exception of Zone I) is now subdivided into two parts as follows: Zone II-A, firms employing 50 or more production workers; Zone II-B, firms employing less than 50 production workers.

Hours: 42 per week, Monday through Friday, in Zone I; 46 per week Monday through Friday and on Saturday till noon, in Zones II-A and II-B. (Weekly hours are reduced by 2 in either case.)

Overtime: time and one-half for work in excess of regular hours shown above. Overtime work is permitted only up to and not after 9 p.m. Monday through Thursday. Overtime is also prohibited, in the 3 Zones, during July and August, on Sundays and during lunch hours. In Zone I work on Saturday is now prohibited. No work will be done on any of 11 specified holidays 3 (previously 2) of which are *paid holidays* after 3 (previously 6) months of continuous service with the same employer. In Zone I work may be done on Saturday, between 8 a.m. and 12 noon of the same week in which a religious holiday occurs, and such work will be remunerated for at time and one-half.

Minimum hourly or piece-work wage rates for Zone I, as published in this amendment and shown below, are unchanged from those previously in effect, as follows: female operators, finishers, pressers, examiners and general hands from 35 cents per hour in first 3 months to 55 cents after 18 months. The general average for the above employees, after one year of service, will be 60 cents per hour in Zone I, 54 cents in Zone II-A and 51 cents in Zone II-B, instead of 60 cents in Zone I and 54 cents in Zone II, as previously. Minimum rates for apprentice markers and cutters from 50 cents per hour during the first 3 months to 85 cents after 3 years; after 4 years of service—electric knife cutters \$1, hand knife cutters, markers \$1.10; general factory workers (male) from 45 cents per hour in first 6 months to 65 cents after 24 months; pressers (male and female) on creasing machines of S. and R. type (pressing bands, cuffs and facings) and pressers of wool shirts on Hoffman press (after 2 years) 80 cents, apprentice pressers from 45 cents per hour in first 6 months to 80 cents after 2 years; layers from 45 cents per hour in first 6 months to 65 cents after 2 years; dividers from 40 cents per hour in first 6 months to 55 cents after 18 months. Minimum rates of Zone II-A will be those of Zone I, less 10 per cent, and the rates of Zone II-B will be those of Zone I, less 15 per cent. (Previously the rates published for Zone II, now subdivided into Zones II-A and II-B, were from 5 to 10 cents per hour less than those rates of Zone I.)

Cost-of-living bonus: in addition to the above rates, effective immediately, all employees are entitled to a fixed cost-of-living bonus as follows: female employees (with one month of service or more) 6 cents per hour; (with one year of service or more) 8 cents per hour; male employees—fully skilled markers and cutters 10 cents per hour, other male employees (less than one month of service) 8 cents per hour; (with one month of service or more) 10 cents per hour.

Compensation for the reduction in regular working hours: employees paid on an hourly basis will receive an increase of 2½ per cent in the case of one-hour reductions, and of 5 per cent in the case of two hours or more; piecework employees will receive an increase of 5 per cent. Compensation will be computed on the fixed cost-of-living bonus shown above.

Cost-of-living escalator clause: for each one-point rise or fall in the *consumer price index* over and above 115.8 points (index for December 1952) as published by the Dominion Bureau of Statistics, minimum rates will be increased or decreased by one cent per hour. There will be no reduction below the initial base index of 115.8 points. Adjustments will be made quarterly commencing April 1 and will be based on the index published for the preceding month. However, the April 1953 revision will only take effect if the index published for March exceeds that published for January by 3 or more points; subsequent revisions are not affected by this provision.

Provision is made for employers in all Zones, who have granted since August 1, 1952, any wage readjustment above the minimum rates provided above. Such readjustment may be taken as proportional credit when computing the readjustment provided for in this amendment.

Vacation with pay: one week with pay after one year of continuous service as previously in effect; two weeks with pay, or one week with pay plus 7 statutory holidays with pay after 3 (previously 5) years of continuous service. This amendment also provides that the 7 statutory holidays with pay mentioned above will not include any of the 3 paid holidays provided for all employees with three months' service.

Other provisions include regulations governing home workers.

Uncorrugated Paper Box Industry, Province of Quebec

An Order in Council dated January 21 and gazetted January 31, amends the previous Orders in Council for this industry (L.G., April 1950, p. 516; April 1951, p. 544; April 1952, p. 452, July, p. 929, Nov., p. 1480, and previous issues) by the addition of one firm to the list of contracting parties in the Montreal District.

Another Order in Council dated January 29 and gazetted February 7, further amends the previous Orders in Council for this industry as follows:—

Specified holidays in Zones I and II: as previously in effect, 8 specified holidays are observed in French plants and 7 in English plants. However, the number of *paid holidays* is now increased from 4 to 6 in both French and English plants.

Minimum hourly wage rates for female employees in set-up department—minimum rates range from a low of 67 cents per hour for hand labeller, gummer operators,

etc. to a high of 78 cents per hour in Zone I, 64 to 74 cents per hour in Zone II; folding department—from a low of 67 cents for stripper, packer, folder, machine feeders and operators of machines not classified, to a high of 69 cents per hour for stitcher operators in Zone I, from 64 to 66 cents in Zone II. (The minimum rates are in most cases 5 cents per hour higher than those previously in effect.) Basic rates for female employees are now as follows: from 50 cents per hour in first 3 months to 57 cents in third 3 months in Zone I, 48 to 54 cents in Zone II. (These rates are 2 to 5 cents per hour higher.)

Minimum hourly wage rates for male employees in set-up department range from a low of 93 cents per hour for machine operators not classified, to a high of \$1.17 per hour for creasing operators, scorers and cutter on knife (first class) in Zone I, 88 cents to \$1.11 in Zone II; folding department—from a low of 86 cents for packer and tier to a high of \$1.31 for die maker in Zone I, 82 cents to \$1.24 in Zone II; general—from a low of 86 cents per hour for watchmen to a high of \$1.17 per hour for electricians and machinists (first class) in Zone I, from 82 cents to \$1.11 in Zone II. Weekly minimum rates for chief engineers (second class) \$53.56; (third class) \$45.86 in Zone I, \$50.88 and \$43.57 in Zone II. (The above rates for male employees are from 6 to 10 cents per hour higher for hourly rated workers and from \$3.23 to \$3.97 per week higher for weekly rated workers.) The basic wage scale for male employees 18 years and over is increased by 5 cents per hour and is now as follows: from 60 cents per hour in first 3 months to 80 cents in fourth 3 months in Zone I, 62 to 76 cents per hour in Zone II; male employees under 18 now receive from 53 cents in first 3 months to 62 cents in third 3 months in Zone I, 50 to 59 cents per hour in Zone II. (Previously 50 to 60 cents per hour in Zone I and 47 to 57 cents in Zone II.)

Printing Trades

Minimum hourly wage rates are from 5 to 14 cents per hour higher than those previously in effect and now range from a low of \$1.13 per hour for feeders on platen presses to a high of \$1.91 for journeymen pressmen on multicolour cylinder presses in Zone I, from 93 cents to \$1.50 per hour in Zone II. Minimum rates for apprentices are unchanged from those previously in effect and the classification helper is not included in the present scale of wage rates.

Building Materials Industry, Province of Quebec

An Order in Council dated January 21 and gazetted January 24 amends the previous Orders in Council for this industry (L.G., June 1950, p. 872, Aug., p. 1185, Dec., p. 2067; Nov. 1951, p. 1539; Feb. 1953, p. 283) by replacing the name "The Canadian Terrazzo and Mosaic Contractors' Association" with the name "Montreal Tile, Terrazzo and Marble Employers' Association" and the names of two additional employers.

Marble Industry

Hours in Zone I (Island of Montreal and within a radius of 15 miles) are unchanged at 40 per week for marble cutters and their apprentices; 45 for other qualified tradesmen, 60 for watchmen.

Overtime in Zone I: time and one-half until 10 p.m., double time between 10 p.m. and 7 a.m. and for work on Sundays and 8 specified holidays; triple time for work on 3 additional *paid holidays*. Eligibility of employees to paid holidays is governed by certain specified conditions. (Previously time and one-half for work till midnight, double time between midnight and 7 a.m. and for work on Sundays and 11 specified holidays, only 2 of which were paid holidays.) In addition, this amendment also provides time and one-half for work on Saturdays between 7 a.m. and 5 p.m., double time for work after 5 p.m. If work starts at 12 noon, or at whatever hour it starts in the afternoon or evening, such work will be paid for at regular rates till 10 p.m., thereafter double time. (Previously regular rates were paid during the first 5 hours for work started after 12 noon, time and one-half for the next 2 hours, double time for the eighth and succeeding hours; for work after midnight, time and one-half up to the eighth hour, during the eighth and succeeding hours, double time.)

Minimum hourly wage rates in Zone I: hand cutter \$1.68; carborundum machine operator, terrazzo caster \$1.62; machine cutter, hand and machine polisher, compressor, saw setter, bed rubber face, bed rubber end, crane-man \$1.46; sawyer-man on gang saws (first 3 months) \$1 (previously \$1.01), (after 3 months) \$1.41; helper and labourer \$1, apprentice marble cutter from \$1 in first year to \$1.48 in fourth year; apprentice, carborundum machine operator from \$1 (previously \$1.01) in first 6 months to \$1.46 in third 6 months; apprentice polisher—first 3 months \$1, thereafter \$1.46; watchman \$40 per week. (The above rates represent increases ranging from 6 to 30 cents per hour for hourly rated workers and an increase of \$10 per week for watchmen.)

Cost-of-living escalator clause formerly governing this part of the agreement (L.G., March 1950, p. 345) is not included in this amendment.

Other provisions include apprenticeship regulations.

Construction

Building Trades, Montreal

An Order in Council dated January 21 and gazetted January 24, amends the previous Orders in Council for this industry (L.G., June 1952, p. 781; March 1953, p. 432).

Part "C"—Marble, Tile and Terrazzo Trades

Hours remain unchanged at 40 per week.

Overtime: time and one-half for work done in addition to the regular day's work; double time for work between 10 p.m. and 8 a.m. (The above provisions are unchanged.) However, this amendment provides that time and one-half will be paid for work on Saturday between 8 a.m. and 5 p.m.; double time for work after 5 p.m. and for work on any of 8 specified holidays; triple time for work on 3 additional *paid holidays*. (Previously double time was paid for work on any of 9 specified holidays and triple time for work on 2 additional paid holidays.) Employees are entitled to paid holidays provided they have completed at least one month of service with the same employer and have not been discharged more than 15 days before the holiday.

(Continued on page 596)

Legal Decision Affecting Labour

Magistrate's Court dismisses charge that city of St. Jean had employed carpenters without the certificates required by the parity committee

The Magistrate's Court at St. Jean, Que., on December 22, 1952, dismissed the action brought against the City of St. Jean by the parity committee for the construction trades, which charged that the City had employed workmen to construct an enclosure around a municipal baseball park who did not have the certificate of qualification required by a by-law of the parity committee.

(Under the Quebec Collective Agreement Act, a parity committee may set up a committee of examiners for the trade and require employees subject to the decree to hold certificates of competency.)

The Magistrate held that the workmen were unskilled labourers, who were not required by the by-law to hold a certificate, and that in any case the decree did not apply to municipal construction work.

Giving written reasons for judgment, Magistrate Chabot stated that a by-law of the parity committee makes a certificate of qualification compulsory for all employees subject to the decree except unskilled labourers. If they became carpenters or joiners and worked within the territory under the jurisdiction of the parity committee they would be required to obtain a certificate.

The Magistrate stated that the persons who erected the enclosure around the baseball field on May 8, 1952, were unskilled labourers regularly employed by the City. He did not believe that in building the fence they became "carpenters" or "joiners" subject to the decree. He maintained that the mere fact of working with hammer or saw did not make a workman a carpenter; the nature of the work and the finished product, the particular skills it demands, indicate his capacity. Since the term "carpenter" was not defined in the decree,

Magistrate Chabot referred to the dictionary definition and concluded that putting up a fence was not a carpenter's work.

Even if this job could be considered a type of work to be reserved for skilled carpenters, the Court held that the decree and the rules adopted by the parity committee were not applicable, because the work was performed for and by the City. Magistrate Chabot stated that the decree excluded from its application any work performed in the repair and upkeep of municipal buildings, the construction, repair or maintenance of conduits, sewers, or pavements and similar work when performed under the direct control of municipal authorities. He held that this enumeration of municipal works in the decree was not restrictive. It would be absurd if the City's labourers could be employed without any certificate of competency in work which required great skill but could not nail planks together to build an enclosure. In his view, the exemption of municipal corporations from the decree must be interpreted broadly because municipalities represent the public interest, which must take precedence over the private interest of a particular group.

On these grounds, the action of the parity committee was dismissed.—*Comité Paritaire des Métiers de la Construction de St-Jean v. Cité de St-Jean*, Rapports Judiciaires de Québec [1953], C.S. Montreal, Nos. 1 and 2, 70.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

A British Columbia conciliation board has recommended that the union agree to compensate the company for the costs involved if any employee takes legal action against the company in connection with the payment of compulsory union dues. The employees' nominee on the board signed the report; the employer's nominee did not.

The board recommended the compulsory check-off of union dues for all new employees. The board was appointed in connection with a dispute between Kirkland and Rose Limited, Vancouver, and Local 580, Retail, Wholesale and Department Store Union (CIO-CCL). Board Chairman was H. J. Young; employer's nominee, R. J. Killam; employees' nominee, Grant MacNeil.

Recent Regulations, Federal and Provincial

Alberta adopts new CSA Safety Code for the Woodworking Industry, the first province to do so, and revises safety regulations for gas and oil wells and grain elevators. British Columbia issues minimum wage orders for the refrigeration trade and the road transport industry

Alberta has adopted the new CSA Safety Code for the Woodworking Industry as regulations under the Factories Act.

Under the same Act, the regulations governing the construction, operation and maintenance of machinery and equipment in grain elevators were revised to add new safety requirements, including provisions for employees' belt lifts. In Alberta and Saskatchewan, similar regulations for the safety of workers in gas and oil well drilling were issued. Traumatic deafness was added to the schedule of industrial diseases under the British Columbia Workmen's Compensation Act.

Two new minimum wage orders in British Columbia set a minimum wage for the first time for the refrigeration trade and established a higher minimum and punitive overtime rates for the road transport industry.

The regulations under the Alberta Tradesmen's Qualification Act which provide for the issuance of certificates of proficiency in the beauty culture trade were revised.

FEDERAL

Canada Veterans Benefit Act

The Veterans Benefit Regulations were consolidated and re-issued with some changes on January 22 by P.C. 1953-93, effective on that date and gazetted February 11.

PROVINCIAL

Alberta Factories Act

Woodworking Industry

The new Safety Code for the Woodworking Industry recently issued by the Canadian Standards Association (L.G., Mar., p. 444) has now been adopted as regulations under the Alberta Factories Act, by an Order in Council (O.C. 62-53) made January 12 and gazetted January 31.

The Code, which was prepared by the CSA at the request of the Canadian Association of Administrators of Labour Legislation, sets out rules for the safe installation, maintenance and operation of machinery in the woodworking industry, which includes cooperage operations and the making of veneer, but not sawmill or logging operations.

General rules for plant layout require machines to be located so that the operator has sufficient space to handle the

material without interference from or to other workmen or machines and without having to stand in an aisle. The minimum clearances suggested for saws, jointers and shapers are set out in an appendix to the Code.

Woodworking machinery must be firmly secured to substantial floors or foundations or, in the case of small units, to strong benches or tables in such a way that they cannot be unintentionally moved or overturned. Whenever possible, heavy-duty machines are to be located on the ground floor in order to prevent vibration due to high operating speed. The appendix outlines the method of cushioning the machine foundation to eliminate undue vibration and noise.

Machines must be adequately lighted. Supplementary lighting must be provided when necessary at the point of operation, that is, the point where the cutting, shaping, or boring operation takes place.

Floors and aisles must be kept in good repair, free from protruding nails, splinters, holes, unevenness and loose boards. In the working area around machines, floors must be treated to prevent slipping. Provision must be made for the removal of shavings and sawdust. Aisles must be at least three feet wider than the width of the widest vehicle or load, if used for one-way traffic, and three feet wider than twice the width of the widest vehicle or load, if used for two-way traffic. Aisleways must be marked by painted lines or some similar method.

Before setting out specific requirements for various types of woodworking machines, the Code gives general rules for machine construction, driving power, speed and machine control. The height of the working surface of each machine must be such as to give the operator most efficiency and

least fatigue. The appendix recommends a height of 36 inches for circular saws, shapers and jointers, and 42 inches for band saws. Each machine must be free from sensible vibration when the largest tool is mounted and run idle at full speed. Arbors and mandrels must have secure bearing and be free from play. Wooden band-saw wheels must not be used. Saw frames must be constructed so as to limit the size of saw that can be mounted, in order to avoid overspeed due to mounting too large a saw. Rip saw and crosscut saw gauges or fences must be constructed so as to ensure proper alignment with the saw. Hinged saw tables must be constructed so that they can be secured in any position and in true alignment with the saw. All belts, pulleys, gears, shafts and moving parts must be guarded to prevent anyone from becoming entangled.

It is recommended that woodworking machines be driven by individual motors. Each machine must be equipped with a mechanical or electrical power control to make it possible for the operator to cut off the power without leaving his place. On machines operated by electric motors, there must be means for making the controls inoperative while repairs are being carried out. On machines driven by belts and shafting, a locking-type belt shifter or equivalent device is required. Operating treadles must be covered by an inverted U-shaped metal guard, fastened to the floor, of adequate size to prevent accidental tripping. Automatic feeding devices should be installed on machines whenever possible.

Circular saws may not be operated at a speed greater than 10,000 peripheral feet per minute unless specially tensioned for higher speeds. The manufacturer is required to mark upon the saw the size, rpm and speed at which it should operate. A table of revolutions per minute for various sizes of saws to produce but not exceed the maximum speed is included in the appendix.

General maintenance rules emphasize the importance of systematic inspection of all machines and safety equipment to ensure that defects are discovered and corrected promptly. Dull, badly set, improperly filed or improperly tensioned saws must be immediately removed from service as soon as they begin to cause the material to stick, jam or kickback when it is fed to the saw at normal speed. Twists or kinks in saws must be promptly removed by a saw smith. Blades to which gum has adhered must be cleaned immediately. All knives and cutting heads must be kept

sharp, properly adjusted, and firmly secured. Bearings must be kept free from lost motion and well lubricated.

The Code requires the installation and compulsory use of guards wherever possible. If special operations require the removal of the guard, it must be replaced immediately upon completion of the work. Employees must not be permitted to remove a guard or to operate a machine without a guard except with the consent of the foreman in each specific instance.

Machines should not be used for operations of such variety as to necessitate the removal of safeguards suitable for the usual service. The specific operations involving special hazards should be assigned to machines appropriate for such work.

Detailed rules are set out for the guarding and safe operation of various woodworking machines and tools. These constitute the main part of the Code. The rules govern the construction and use of circular saws, band saws and band resaws, jointers (hand planers), tenoning machines, boring and mortising machines, wood shapers, planing, moulding, sticking and matching machines, lathes and automatic shapers, sanding machines, routers and roll-type glue spreaders. It is stated that the mention of specific machines does not exclude other woodworking machines from the requirement that suitable guards and exhaust hoods must be provided to reduce hazards to a minimum.

A separate section of the Code deals with veneer machinery, including steam vats and soaking pits, log-handling equipment, drag saws, and veneer cutters and wringers. The sides of steam vats must extend at least 36 inches above the floor, working platform or ground. Where large vats are divided into sections, substantial walkways must be provided between sections, with a standard handrail 42 inches high, removable if necessary, on each exposed side. Where the size of the stock handled will permit it, vat sections should not be larger than eight feet. Vat covers may be removed only from the portion of the vat on which men are working, and a portable railing must be placed at this point to protect the operators. No workman may ride or step on logs in steam vats.

The floor surface at the sides of vats where loading and unloading is done must be constructed to prevent slipping. Employees working at the vats must be provided with and required to wear footwear with soles and heels that will not slip. If required to work over vats, they must wear a safety belt attached to a life line which is fastened so that they cannot

fall into the vat. Mechanical handling equipment must be provided for removing the logs from the vat, and hydraulic equipment for draining it. Until the vat has been drained, no employee may stand on the vat and unloading may not begin. If draining of the vats is not desired, each vat must be fitted with a cradle which can be mechanically raised to permit the logs to be transferred safely to other handling devices.

The buildings in which vats are located should be heated in cold weather to keep the amount of steam at a minimum. Proper means of ventilation must be provided. High ceilings with roof ventilators are desirable; where ceilings are low, exhaust fans must be supplied.

All gears, sprockets, chains and other dangerous parts of log-handling equipment must be enclosed with standard guards. The Code urgently recommends the use of log trolleys or cranes except where the stock handled is very small. All hoisting equipment should be tested and inspected frequently.

Drag saws and veneer cutters and wringers must be provided with guards and specific safety devices. Whenever veneer slicers or rotary veneer-cutting machines have been shut down to insert logs or to make adjustments, the operator must make sure that the machine is clear and that other workmen are not in a hazardous position before he starts the machine. Operators are forbidden to ride the carriage of a veneer slicer.

Equally specific requirements are laid down for the construction and use of cooperage machinery.

The Code also contains rules for the clothing to be worn by operators of woodworking machinery. Gloves, flowing garments, loose sleeves and neckties are not to be worn by machine operators. Where there is danger of kickback from any operation, anti-kickback aprons must be supplied and worn. Where there is danger from dust or flying chips, the employer must provide proper eye protection in accordance with the CSA Code for Head and Eye Protection.

Grain Elevators

The regulations under the Alberta Factories Act governing the construction, operation and maintenance of machinery and equipment in grain elevators, established by O.C. 1089-31, were reissued to include new provisions setting out safety requirements for employees' belt lifts. The former regulations were repealed and replaced by O.C. 83-53, made January 19 and gazetted January 31.

Only minor changes were made to the provisions of the earlier regulations dealing with the guarding of moving parts of machinery, the covering of grain bins and hoppers, the construction of ladders and the construction and operation of manlifts. New sections require workplaces to be adequately lighted and grain augers to be guarded, and prohibit unauthorized persons from riding on manlifts.

The most important change in the regulations was the addition of new provisions governing belt lifts used to carry employees in grain elevators. The belt lift machine (head drive assembly) must be supported on steel, wood or concrete beams or slabs having a factor of safety of not less than six. An adequate platform is to be provided for servicing the machine, protected by a standard guard rail and having a permanent ladder or stairway to the upper landing. There must be an externally operated electrical disconnect switch close to the machine.

The belt lift equipment must be set on a substantial foundation and securely fastened at top, bottom and intermediate landings. The guiding structure, to be made of steel, must have a factor of safety of not less than six.

Where the distance between landings exceeds 20 feet, a permanent ladder must be installed on or adjacent to the structure to permit escape from the belt lift in case of power failure. The belt and head pulley must be designed to withstand safely a live load of 200 pounds for each belt step with a factor of safety of not less than eight. The maximum permissible speed of lifts is 80 feet per minute.

To carry the workmen, steps with an anti-slip surface and each able to bear safely a load of 250 pounds are to be securely fastened to the belt in such a way that they remain at right angles to the belt in ascending and descending. Step treads must be at least 10 inches deep and 12 inches wide and uniform in size. Handholds with a gripping surface of not less than seven inches and at least two-inch clearance from the belt must be secured to the belt approximately four feet above each step. Each step or handhold must have a corresponding handhold or step. Handholds must be constructed so that they cannot be grabbed by an employee in a direction other than that for which they were designed.

The regulations require the provision of an automatic brake applied by gravity or springs and electrically released, capable of stopping and holding the belt with the greatest unbalanced load within two feet.

No chain, belt, clutch or other than a direct mechanical connection may exist between the brake pulley and the head pulley.

The belt must have a manually-operated starting and stopping device, readily accessible throughout the entire travel of the belt lift and arranged so that it must be pulled in the direction of belt travel to stop the belt lift.

Another compulsory feature of belt lift equipment is an automatic limit switch to shut off the power and stop the belt lift within two feet if an employee rides a step more than 18 inches above the upper landing. No provision may be made for re-starting the machine except from above the upper landing.

The holes in the floor through which the belt lift passes must be clear of the steps by a distance of seven to nine inches on each side, measured parallel with the plane of the belt, and clear of the outside edge of the step by a distance of 14 to 15 inches, measured at right angles to the plane of the belt. Floor openings must be guarded by standard railings with staggered openings or swinging self-closing gates opening away from the belt lift.

On the "up" going side of the belt lift, the floor openings must be equipped with funnel-shaped shear guards, bevelled at an angle of not less than 60 degrees from the horizontal and having their lower edge not less than three feet from the centre line of the belt in any direction in front of the plane of the belt, except where a vertical wall interferes. Where there is a projection between landings or above a landing within three feet of the centre line of the belt, a similar shear guard must be provided. Shear guards are to be made of smooth metal not lighter than 16 gauge.

A mounting platform must be provided at the lowest landing on the "up" going side of the belt, high enough to meet the steps when they are level. All landings on both sides of the belt must have a landing area at least two feet wide and must be adequately lighted.

The regulations forbid any person other than an employee to ride on a belt lift, or more than one person to ride on one step at the same time. No freight may be carried on a belt lift.

When an inspector discovers unsafe equipment, material, tools or working conditions which are not specifically covered by the regulations, he is authorized to order the employer to make the changes necessary to remove hazards and reduce the possibility of accidents. Employers are required to comply with such orders.

Plans of employees' belt lifts must be submitted to the Chief Factory Inspector of the Department before installation is commenced.

Alberta Tradesmen's Qualification Act

The regulations under the Tradesmen's Qualification Act for the beauty culture trade, in which work is prohibited without a subsisting certificate, were reissued with some changes. The new regulations, replacing those made in 1949 (O.C. 1058-49), were approved by O.C. 82-53 on January 19 and gazetted January 31.

Changes were made in the provisions for the issuing of certificates. As before, an applicant for a certificate of proficiency must present testimonials from his employers or instructors to establish that he has had at least two years' practical experience in the trade or one year's experience and approximately 1,400 hours of instruction in a Beauty Culture Trade School. He must then pass a practical and a theoretical examination, obtaining at least 75 per cent of the allotted marks.

Previously, an applicant presenting the required testimonials could be granted a temporary certificate, valid for three months only, during which period he was required to present himself for examination. No certificate may now be issued without examination, but a candidate who obtains between 60 per cent and 75 per cent of the marks in the examination may be granted a temporary certificate valid for a period not exceeding 12 months, during which time he must prepare for re-examination. An unsuccessful candidate may not be re-examined for at least six months.

More detailed provisions are set out for the licensing of apprentices. As before, an apprentice certificate may be issued to any person upon application, authorizing him to work under the direct supervision of a beauty parlour operator holding a valid certificate of proficiency. It is now provided that an apprentice may hold a certificate for a two-year period and must then take an examination. If he fails to secure a certificate of proficiency or a temporary certificate, he may be granted another apprentice certificate good for six months only and must then present himself for further examination.

Under the former regulations, all beauty culture operators were required to renew their certificates annually upon payment of a \$1 fee. Certificates now will remain in effect unless suspended or revoked for cause. However, a certificate valid for a limited period may be issued in any case where it is considered proper by the Minister of

Industries and Labour. A certificate may be cancelled if it is established that a testimonial or statutory declaration presented was false or irregular.

Another new section provides that every certificate issued must be accompanied by an identification card indicating the status of the certificate. The holder of a certificate is required to produce his certificate or identification card at the request of any authorized official.

Where the name of the holder of a certificate is changed through a change in marital status, the certificate must be forwarded to the Department for the necessary alteration.

Alberta Workmen's Compensation Act

Gas and Oil Wells

Revised safety regulations governing the erection of derricks and the operation and maintenance of gas and oil well drilling equipment have been issued by the Workmen's Compensation Board in Alberta. The new regulations, gazetted January 31 and effective from March 15, replace Regulation No. 14 of 1949.

As previously, the regulations lay down the general requirement that any derrick, buildings, machinery, tools or other equipment must be constructed, protected, placed and operated so as to afford reasonable safety to persons employed in or around gas or oil wells. Spudding in or drilling operations are prohibited until all moving parts of machinery are completely guarded, all platforms, stairways and hand-rails securely fastened in position and the escape line with escape buggy installed at the derrick platform. Where gas and oil wells are being drilled, the casing to be set and cemented is now required to be of the depth, size and type specified on the licence to drill issued by the Petroleum and Natural Gas Conservation Board.

For the purpose of preventing blow-outs, new provisions have been included requiring the operator of a well being drilled to install and use adequate control equipment to shut off the open hole completely and to surround and close off the drill pipe, casing and tubing. The controls for such equipment must be located at least two feet outside the substructure. Except where loss of circulation occurs through unforeseeable circumstances, sufficient drilling fluid must be kept in the well at all times to prevent the possibility of the well blowing out of control.

With some minor changes from the earlier regulations, safety requirements are set out in detail for cellars, derricks, platforms, ladders, auxiliary means of escape,

safety belts and lines, oil and gas storage tanks, rotary drilling rigs and certain other equipment. A new section deals with safety valves and pumps. Another new provision requires hand tools to be kept in good repair.

New rules designed to guard against fire or explosion were added. The use of heating or lighting apparatus with a flame or exposed electrical element is prohibited in the doghouse. Steam boilers must be at least 150 feet away from the well head. Tanks supplying fuel to other than diesel motors may not be located within 75 feet of the well head. Unless a rig is adequately lighted by natural light, no drill pipe may be disconnected during a drill stem test if there is any possibility of gas or oil being present in the pipe. In addition to the regular means of attachment, every test plug must be attached to a safety line to the links when above the derrick floor. Fires may not be located and persons are prohibited from smoking within 75 feet of a well head.

A new provision requires rigs to be properly lighted to provide a minimum illumination of five foot candle power on the whole of the derrick floor, three foot candle power at the fourble boards, mud pumps and cat-walk, and one foot candle power at the shale shaker, stairways and other working areas. A section added to the regulations in 1949, giving specific rules for electrical wiring and equipment, is omitted and the new regulations contain only the general requirement that electrical installations must be of a type approved for the purpose by the Alberta Electrical Inspection Department and must comply with the Canadian Electrical Code.

Safety equipment to be supplied by the employer now includes safety goggles as well as safety belts, gas masks and hard hats. Workmen are required to wear goggles when engaged in the mixing of chemicals, the chipping, tapping, hammering or grinding of metal, welding operations, or cleaning by the use of compressed air. The hard hats to be worn by all workmen while on the derrick floor and during the erection or dismantling of derricks must now be supplied with suitable winter linings during the months from November to March inclusive.

Every driller employed on a gas or oil well drilling rig is required to hold a certificate of competency in first aid approved by the Workmen's Compensation Board. Employers must provide and maintain a Standard First Aid Kit and carrying stretcher at each place of employment. These first aid provisions are new.

British Columbia Hours of Work and Minimum Wage Acts

Road Transport

The Board of Industrial Relations has revised its hours and minimum wage orders for the road transport industry.

"The transportation industry", defined in general terms to cover the transport of goods by road, was added to the schedule of the Hours of Work Act in 1935. A regulation issued in that year exempted the industry from the limits set by the Act to the extent that workers were permitted to work six additional hours in a week, provided that their daily limit did not exceed ten hours. From 1935 on, minimum wage rates were fixed for the various categories of workers in the industry, depending on the number of hours worked.

In 1948, on the basis of 13 years' experience, the Board instituted a new method of regulation, applying the principle of punitive overtime rates instead of setting actual limits on hours. Minimum Wage Order 9 (1948) set a minimum rate of 75 cents an hour for the main group of transport workers, drivers and their swampers and helpers, and established overtime rates for hours worked in excess of specified limits. The Order required time and one-half the regular rate to be paid for the first 2½ hours in excess of 8½ in a day, double time for work done in excess of 11 hours, and time and one-half for hours worked in excess of 47 in a week, provided that the weekly overtime did not include overtime calculated on a daily basis. In 1950 (L.G., 1951, p. 245) the Board followed the same policy with respect to regulation of the taxicab industry, substituting punitive overtime rates for a strict limitation of weekly hours.

In its recent revision of the orders covering road transport, the Board reworded the definition of "the transportation industry" to make it apply specifically to truck-drivers and motorcycle operators, their swampers or helpers, and warehousemen.

A minimum wage order for these employees set a higher minimum hourly rate and established the same overtime provisions as had been included in Minimum Wage Order 9. Actual hours limitations under the Hours of Work Act were removed for all such employees except bread and milk delivery men.

New Minimum Wage Order

Male and Female Minimum Wage Order No. 26 (1953) establishes a new minimum wage for truck-drivers and motorcycle operators, their swampers or helpers, and

warehousemen. It does not apply to employees covered by a minimum wage order for the logging industry, to drivers of vehicles for passenger transportation, or to warehousemen covered by another Order of the Board.

The minimum wage of 75 cents, formerly set by Order 9 for truck-drivers and their swampers or helpers, has been raised to 80 cents per hour. This group includes drivers employed in the delivery of milk or bread for whom the minimum hourly rate was formerly 48 cents. The 80-cent rate applies also to warehousemen, who were not specifically mentioned in earlier orders. The minimum wage for motorcycle operators is now 55 cents per hour. Previously, rates ranged from 30 to 48 cents, depending on the number of weekly hours and whether or not a motorcycle was equipped with a sidecar or wheeled attachment.

Overtime rates for an employee covered by the Order (except one engaged in the retail delivery of milk or delivery of bread) are one and one-half times his regular rate of pay for the first two and a half hours, or less, worked in excess of eight and one-half hours in a day; double time for all hours worked after 11 in a day; and in the case of any overtime not covered by these two provisions, one and one-half times his regular rate for all hours worked in excess of 47 in a week. As before, the overtime rates may be varied by permit from the Board to meet the conditions of the "long distance haul" or for other reasons (e.g., to provide payment on a mileage, tonnage or trip basis). No overtime rates are set for drivers of vehicles engaged in the delivery of milk and bread, and their swampers or helpers, since their hours of work are restricted by Regulation No. 23B and Regulation No. 17C, described below.

An employer who has asked an employee to report for work must, as before, pay him his regular rate of pay for the entire period spent at the place of work in answer to the call. A new "daily guarantee" provision requires an employee to be paid a minimum of two hours' pay if there is no work and four hours' pay if he commences work. The Board has power to vary this provision.

Another new provision stipulates that, when a mechanical breakdown or road blockade immobilizes a truck at a distance greater than 100 miles from the driver's home terminal, employees operating the truck will be paid at straight time unless they are actively engaged in making repairs. Straight time will continue to the

end of the shift on which they are working. While the delay continues, employees will be paid for one regular shift each day.

If the employee provides his own vehicle, he is to be paid, in addition to the minimum wage, all reasonable costs in connection with the vehicle while it is actually being used on the employer's behalf.

Payment of wages up to a date not more than eight days prior to the date of payment must be made at least semi-monthly.

The customary requirements for keeping of records and the posting of the order are included in the new Order, which was made on January 30 and gazetted February 19.

Hours of Work Orders

Related regulations made on February 16 under the Hours of Work Act were gazetted February 19, to take effect on March 30, the date on which the new Minimum Wage Order No. 26 comes into force.

Regulation No. 22A amends the schedule to the Hours of Work Act to re-define "the transportation industry" in more specific terms. Instead of including all operations in or incidental to the transporting of goods, "by any means whatever, other than by rail, water or air", the definition now states that the expression means "the occupations of truck-driver and motorcycle operator, and their swampers or helpers, and warehouseman". Messengers and drivers of horse-drawn vehicles are no longer dealt with as part of the transportation industry. Delivery work by bicycle or on foot in the mercantile industry is already covered by the Order for that industry, Order 24 (1949).

Regulation No. 23A permits male and female employees covered by Minimum Wage Order 26, that is, truck-drivers and motorcycle operators, and their swampers or helpers, and warehousemen (excluding bread and milk delivery men), to work, over and above the eight and 44 hours laid down in the Act, whatever hours are necessary to meet the requirements of the transportation industry. Previously, limits imposed were 10 hours in a day and 50 hours in a week. As stated above, the Board now attempts to regulate hours by means of the overtime rates set in Minimum Wage Order 26.

Regulation No. 13A exempts employees covered by the new minimum wage order from Regulation No. 13, which requires the posting of notices of hours at which work begins and ends, shifts, rest intervals, etc.

Regulation No. 23B makes the same provision as in a former order for working

hours of drivers engaged in retail milk delivery. Milk delivery men may work 15 hours in excess of 44 in a week, provided that not more than 10 hours are worked in a day nor more than 350 hours over a period of seven weeks.

Persons employed in the delivery of bread are subject to a special exemption issued in 1948 (Regulation No. 17C) permitting them to work up to 48 hours in a week.

Refrigeration Trade

Minimum wage rates of \$1.25 per hour were established for the refrigeration trade by a new minimum wage order, No. 22, made on January 30, and effective March 30. The trade includes all work usually done by refrigeration journeymen in connection with the installation, maintenance and repair of refrigeration and air-conditioning equipment and controls.

The order applies to every male worker in the refrigeration trade except employees who are permanently employed at maintenance work in industrial or manufacturing establishments, public and private buildings, or who are employed solely in a supervisory, managerial or confidential capacity. Lower wage rates for handicapped or part-time employees or apprentices may be prescribed by the Board in the written permits for their employment.

The order requires the payment of time and one-half the regular rate for all hours worked in excess of eight in a day or of 44 in a week where daily hours do not exceed eight. Where other hours limits have been set or approved by the Board, the overtime requirement does not apply until the employee has completed the hours so established. The Board may vary the overtime provisions in the case of industrial undertakings exempted in whole or in part by the Hours of Work Act or regulations from the operation of the Act.

The "daily guarantee" section provides that an employee reporting for work at the request of an employer must be paid his regular rate of pay for the entire period spent at the place of work, with a minimum of two hours' pay.

The order contains the customary provisions requiring semi-monthly payment of wages, the posting of the order and work schedule, and the keeping of records.

British Columbia Metalliferous Mines Regulation Act

Safeguards with respect to the extension of working hours in quarries and metallurgical works were provided for in the revision of a recent regulation under the Metalliferous Mines Regulation Act per-

mitting longer hours than eight in 24 for the purpose of changing shifts. This regulation, approved by O.C. 2878 on December 2 (L.G., Feb. 1953, p. 290), has now been replaced by a regulation issued under authority of O.C. 146 on January 19 and gazetted January 29.

Under the earlier regulation, employment for whatever period longer than eight hours was necessary for a change of shift was permitted during the currency of an existing collective agreement provided that this was not forbidden by the agreement. The regulation now makes the extension of hours permissible where there is a collective agreement only with the consent of the Minister of Mines and on condition that the longer period of employment for an employee does not occur more than once during any 28-day period and then not sooner than 14 days after another such longer shift.

As in the previous regulation, where a collective agreement has expired or where there was none in force when the regulation was approved, an employer and his employees must make an agreement permitting longer hours for a change of shift before such longer hours may be worked. It is now further provided that the employer, within 10 days of making such an agreement, must send the Minister a copy, or if the agreement was not in writing, a written summary.

The new regulation, like the former one, does not apply to operations covered by two earlier orders which allow a 10-hour day to be worked in quarries and in placer mining above ground if a permit has been obtained from the Department of Mines.

British Columbia Workmen's Compensation Act

Traumatic deafness was added to the schedule of industrial diseases under the Workmen's Compensation Act by a regulation issued on January 23, 1953, gazetted January 29, and effective from December 1, 1952. The regulation implements a recommendation in the Sloan Report which noted that the Workmen's Compensation Board was paying compensation to men suffering from disabling occupational deafness on the basis that it was an accident and not a disease. The Report stated that occupational deafness is a disease and recommended that, since persons disabled by it are now compensated, it should be included in the schedule of diseases.

The regulation makes traumatic deafness compensable in any industry or process where there is exposure to blasting or other noise which is capable of producing injury to the auditory nerve or middle ear.

Saskatchewan Oil and Gas Conservation Act

New regulations, including safety provisions for the erection of derricks and the operation and maintenance of gas and oil well drilling equipment, were approved by O.C. 304/53 on February 6 and gazetted February 14 under the Oil and Gas Conservation Act, 1952.

The safety regulations follow the same pattern as those issued by the Workmen's Compensation Board in Alberta, which are reviewed on page 588.

Additional precautionary measures to prevent fires are included in the Saskatchewan regulations. As in Alberta, smoking is prohibited within 100 feet of any receptacle used for storage, measurement, or separation of oil or natural gas products, and within 75 feet of an oil or gas well. All fires used for any purpose must be safeguarded by mechanical or other means so as not to cause a hazard to surrounding property. Waste material must be burned or disposed of in such a manner as not to create a fire hazard to the wells, tanks or stations, or to pollute any stream or fresh water stratum. Fires may not be located, or stoves, open flame heaters, electric generators or electric heaters with exposed elements used, within 75 feet of a well or an oil storage tank. The use of heating or lighting apparatus with a flame or exposed electrical element is prohibited in the drilling rig dog-house. Steam boilers and open flame steam generators must be at least 150 feet away from the well head, and all boilers must be approved by the Chief Boiler Inspector. Any engine, motor or electric switch within 150 feet of a well or storage tank must be constructed or enclosed so that it is externally sparkproof.

Except for the fuel tanks actually connected to the operating equipment, storage of gasoline or liquid fuel is not permitted within 75 feet of a well. Drainage from the location of a fuel tank must be directed away from the well. Explosives must be stored in properly constructed magazines at least 500 feet away from any place where drilling or any production operation is being carried on.

As in Alberta, no workman may be required to enter a storage tank or other confined space unless and until all injurious gases have been removed or he has been equipped with approved breathing apparatus. A strong rope able to bear his weight and of adequate length must be fastened to his body and to a substantial support outside the tank. Two men outside the tank must keep close watch over the workman, so that, if necessary, one can

give artificial respiration while the other goes for further aid. The Alberta regulations require only one man to keep watch.

To ensure that the brakes on the draw-works of drilling rigs are in good order, they must be tested by each driller when he comes on shift and examined weekly by the toolpusher or other person authorized by the employer.

Safety requirements are set out for hoisting, casing and rotary drilling lines. Every hoisting line used in well-drilling, well-servicing, and well-abandoning operations must be examined each week by the

toolpusher or other authorized person. If its factor of safety is less than five, the line should be replaced.

The safety buggy on the escape line must be tested at weekly intervals. Employers are required to keep a hard-covered book at every drilling rig in which the weekly inspections of the safety buggy, draw works brakes and hoisting line must be recorded. The book is to be readily available to the inspector at all times.

Where a fatal accident occurs in or about a well, the operator must immediately notify the Minister of Natural Resources by telephone or telegraph.

1952 Edition of Department's Publication on Workmen's Compensation Now Available

Workmen's Compensation in Canada, A Comparison of Provincial Laws covers in some detail changes made in all workmen's compensation laws

The Department of Labour has now available for distribution the 1952 edition of its annual publication, *Workmen's Compensation in Canada, A Comparison of Provincial Laws*. This 40-page mimeographed bulletin covers in some detail the changes made in all ten workmen's compensation laws at the 1952 legislative sessions and contains revised tables indicating the scale of benefits now payable under the Acts as amended.

A comparative analysis of the Acts is made under such headings as scope of laws, risks covered, waiting period, medical aid, rehabilitation, and accident prevention. The occupational diseases for which compensation is payable are set out in tabular form and a summary of ILO Conventions and Recommendations on workmen's compensation permits a comparison between ILO standards and the provincial statutes.

Among the major changes in 1952 were the increases in the percentage rate of payment for disability and the annual wage ceiling. Four provinces raised the percentage rate: British Columbia and Quebec from 66½ to 70; and Alberta and Prince Edward Island, from 66½ to 75. A percentage rate of 75 has been in effect in Saskatchewan since 1945 and in Ontario since 1950. Five provinces increased the annual wage ceiling: Alberta, Nova Scotia and Quebec, from \$2,500 to \$3,000; British Columbia, from \$2,500 to \$3,600; and

Saskatchewan, from \$3,000 to \$4,000. Ontario was formerly the only province with a \$4,000 maximum.

In Alberta, a one-day waiting period was introduced and, as in Saskatchewan, compensation is now payable from the day following the accident. In Newfoundland, the waiting period was reduced from six to four days.

Higher benefits to widows (\$75 a month in British Columbia, the highest payable in any province, and \$50 in New Brunswick) were provided for. In Alberta, the monthly payment of all widows receiving compensation because of earlier accidents was brought up to the present level of \$50. The British Columbia Legislature directed that the hospital insurance premiums of widows and dependent children should be paid from the Accident Fund. Five provinces—Alberta, British Columbia, Newfoundland, New Brunswick and Saskatchewan—increased the monthly benefit to dependent children. In Alberta, however, the increased allowance is to be paid to the age of 16 instead of 18. A larger sum for the payment of burial expenses was provided for in Alberta, British Columbia, Newfoundland and Nova Scotia.

Manitoba and Ontario broadened the coverage of their Acts.

This publication, prepared by the Legislation Branch of the Department of Labour, is available in both English and French from the Publications Division, Department of Labour, Ottawa.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for January, 1953, show claims during the month numbered 223,255 compared with 215,848 in December, 212,293 in January, 1952

Initial and renewal claims for unemployment insurance benefit during January numbered 223,255, compared with 215,848 in December. In January 1952, the total was 212,293.

The monthly report on the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that on January 31 claimants on the live unemployment insurance register numbered 376,338 (312,756 males and 63,582 females), compared with 303,831 (247,329 males and 56,502 females) on December 31 and 358,091 (273,834 males and 84,257 females) on January 31, 1952. Ordinary claimants constituted 313,425 of those active on January 31; of the remainder, 17,240 were on short-time, 4,438 were on temporary lay-off and 41,235 were seeking supplementary benefit payments.

Adjudications on initial and renewal claims during January totalled 234,892, of which 165,488 were entitlements to benefit. Disallowances were recorded in 53,331 cases, while disqualifications numbered 23,306, including 5,483 on revised and 1,750 on supplementary benefit claims. Chief reasons for disqualification were "not unemployed", 9,766 cases; "voluntarily left employment without just cause", 5,870 cases; and "not capable of and not available for work", 1,949 cases.

Claimants who came on benefit during the month numbered 163,273, compared with 120,101 in December and 154,294 in January 1952.

Benefit payments amounted to \$17,502,303 in respect of 5,628,881 days of proved unemployment during January, as against \$10,926,557 and 3,586,600 days during December and \$13,433,917 and 5,036,971 days during January 1952.

For the week January 31-February 6, 231,331 beneficiaries received \$4,352,990 in respect of 1,395,790 unemployed days, com-

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

pared with 164,159 beneficiaries, \$2,928,266, 944,244 days for the week December 27-January 2, and \$3,238,244 paid to 216,882 beneficiaries in respect of 1,195,557 days during the week January 26-February 1, 1952.

The average daily rate of benefit for the week under review this month was \$3.12, compared with \$3.10 last month and \$2.71 for the same week in January 1952.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during January 1953, insurance books issued to 4,439,959 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered at January 31 numbered 247,319, an increase of 838 since December 31, 1952.

Supplementary Benefit

Out of a total of 53,331 claims disallowed during January, 53,172 were referred for consideration under the supplementary benefit provisions of the Act (159 claims not referred for supplementary benefit were filed prior to December). In addition, 399 renewal supplementary benefit claims were received. Claims allowed totalled 35,775 and claims disallowed, 15,978. Supplementary benefit recipients for the month numbered 33,426; they received \$932,343 for a total of 438,175 days.

The average daily rate of supplementary benefit was \$2.13.

*See Tables E-1—E-8 at end of book.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 86 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 71 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and forty-four in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and forty-four per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of February are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 28,700.00
Defence Production (January report).....	166	838,606.00
Post Office	11	71,222.88

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments made during February

During February arrears of wages were obtained from one contracting department and from one contractor where there had been failure to pay the wages required by the labour conditions attached to the contracts and the sum of \$141.97 was distributed to the two employees concerned.

Contracts Containing Fair Wages Schedules Awarded—February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Morden Man: Harris Construction Co Ltd, renovation of dam.

Central Mortgage and Housing Corporation

Halifax N S: Harold F Verge, addition & alterations to CMHC office bldg; Herman MacDonald Construction Co Ltd, construction of 2 units—DND married

quarters. *Chatham N B:* Maritime Landscape & Gardening Ltd, landscaping. *Chilliwack B C:* J H McRae Co Ltd, installation of electrical distribution system.

Defence Construction (1951) Limited

Dartmouth N S: Harbour Construction Co Ltd, construction of torpedo bldg. *Debert N S:* Standard Paving Maritime Ltd, erection & finishing 8 explosive storage accommodation bldgs & roads. *Greenwood N S:* Kenney Construction Co Ltd, construction of control tower. *Halifax N S:* Mardo Construction Co Ltd, construction of transmitter bldg. *Val d'Or P Q:* Northland Construction Co Ltd, erection & finishing of 12 bldgs. *Angus Ont:* W C Brennan Contracting Ltd, erection of 7 explosive storage bldgs. *Cobourg Ont:* H J McFarland Construction Co Ltd, construction of administration bldg. *Long Branch Ont:* Bennett-Pratt Ltd, construction of 2

gate (guard) houses. *Picton Ont:* H J McFarland Construction Co Ltd, construction of central heating plant. *Shirley Bay Ont:* W H Yates Construction Co Ltd, construction of central stores & services bldg. *Gimli Man:* Prairie Construction Co Ltd, improvements to water & sewer services. *Winnipeg Man:* Leitch Construction Ltd, construction of fire hall, ME garage & headquarters bldg. *Claresholm Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of extension to officer's mess. *Esquimalt B C:* Farmer Construction Ltd, construction of diesel workshop.

Building and Maintenance

Hamilton Ont: James Kemp Construction, alterations to barrack block, HMCS "Star". *Weston Ont:* Burton's Insulation & Roofing Co, application of built-up roofs, No 1 Supply Depot. *Winnipeg Man:* Wallace & Wallace, renewal of drill hall

floor, Bldg No 21, RCAF Station. *Claresholm Alta:* General Construction Co (Alberta) Ltd, repair of access road, RCAF Station. *Comox B C:* Pacific Sheet Metal Works Ltd, application of built-up roofs, RCAF Station.

National Harbours Board

Montreal Harbour P Q: Walter G Hunt Co Ltd, installation of hoists in Shed No 2; Dominion Sprinkler Co Ltd, installation of fire protection system in Sheds 11-15.

Department of Public Works

Fishing Cove P E I: Norman N MacLean, breakwater extension. *Pictou N S:* Ferguson Industries Ltd,* delivery of pontoon discharge pipes for dredge "PWD No 21"; Ferguson Industries Ltd,* renewals & repairs to tug "Pugwash"; Ferguson Industries Ltd,* renewals & repairs to scow "PWD No 177". *Port Hawkesbury N S:* Port Hawkesbury Marine Railway Co Ltd,*

renewals & repairs to scow "PWD No 162". *Bathurst N B:* Northern Machine Works Ltd,* renewals & repairs to dredge "PWD No 9". *Portage Island N B:* J W & J Anderson Ltd, construction of piers. *Saint John N B:* John Flood & Sons Ltd, alterations to Sadim Bldg; Saint John Iron Works Ltd,* supply of land pipes for dredge "PWD No 21". *St Simon N B:*

Diamond Construction Co Ltd, wharf repairs & extension. *Lauzon P Q*: Davie Shipbuilding & Repairing Co Ltd,* repairs to hull, machinery, painting, etc, of tug "Bersimis"; Geo T Davie & Sons Ltd,* repairs to hull, machinery, painting, etc, dredge "PWD No 130". *Marsoui P Q*: Gulf Maritime Construction Ltd, wharf reconstruction. *Montreal P Q*: Charles Duranceau Ltee, erection of Youville Postal Station. *Ruisseau Chapados P Q*: George K Steele, reconstruction of jetties. *Cornwall Ont*: Alphonse Gratton Inc, erection of public bldg (phase 2). *Fort Frances Ont*: Claydon Co Ltd, addition & alterations to public bldg. *Nanticoke Creek Ont*: Detroit River Construction Ltd, construction of breakwaters. *Ottawa Ont*: G T Green Ltd, interior painting, Langevin Block; Robert Strang, painting of military stores bldg; A S Petersen Ltd, construction of implement shed, Forage Plants Division, Central Experimental Farm; Henri Dagenais, alterations to Temporary Bldg No 8. *Penetanguishene Ont*: Russell Construction Ltd, wharf extension. *Port Dover Ont*: Olmsted & Parker Construction Co Ltd, erection of public bldg. *Rockcliffe Ont*: Hart Construction Co Ltd,

construction of feed storage bldg for RCMP "N" Division. *Sarnia Ont*: Canadian Dredge & Dock Co Ltd,* harbour improvements (wharf extension). *Toronto Ont*: Toronto Dry Dock Co Ltd,* docking, repairing, painting, etc, of scow "PWD 56". *Wheatley (Muddy Creek) Ont*: N C Srigley, harbour improvements (retaining wall). *Lemberg Sask*: Smith Bros & Wilson Ltd, erection of public bldg. *Regina Sask*: W H McDiarmid Construction Co, construction of RCMP housing. *Campbell River B C*: McKenzie Barge & Derrick Co Ltd, harbour improvements. *Douglas B C*: Ward & Son Ltd, alterations, fittings & traffic signs, Customs and Immigration bldg. *Minstrel Island B C*: Greenlees Construction Co Ltd, wharf improvements. *New Westminster B C*: Star Shipyard (Mercer's) Ltd,* construction of work boat. *Port Alberni B C*: McKenzie Barge & Derrick Co Ltd,* dredging. *Sardis B C*: E H Shockley & Son Ltd, construction of Coqualeetza Indian Hospital. *Skidegate B C*: Greenlees Construction Co Ltd, wharf repairs & improvements. *Steveston B C*: Gilpin-Nash Ltd, construction of fishing harbour (Cannery Channel rock dam).

Department of Transport

Camp Borden Ont: Terminal Construction Co Ltd, construction of hangar aprons & taxi strip. *Earlton Ont*: Betteridge-Construction Co Ltd, construction of equipment garage, dwelling, etc. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, erection of metal equipment building. *Sudbury Ont*: Carrington Construction Co Ltd, construction of equipment garage,

dwellings & related work. *Regina Sask*: Hilsden Smith & Co, construction of equipment garage & related work. *Saskatoon Sask*: W C Wells Construction Co Ltd, relocation of middle marker & glide path. *Terrace B C*: The Jamieson Construction Co, clearing right-of-way & radio range site.

Collective Agreement Act, Quebec

(Continued from page 582)

Minimum hourly wage rates: marble setter, terrazzo layer, tile setter \$1.90; hand marble polisher \$1.57; terrazzo polishing machine operator (dry) \$1.71, (wet) \$1.51; apprentice marble, tile and terrazzo setters from \$1 in first year to \$1.70 in fourth year; terrazzo polishing machine apprentices (dry) from \$1.41 in first 3 months to \$1.71 after 6 months, (wet) from \$1.36 during first 3 months to \$1.51 after 3 months. (The above rates are 10 cents per hour higher than those previously in effect with the exception of the rates for apprentice marble, tile and terrazzo setters which remain unchanged at \$1 per hour in first year; the minimum rate for apprentices to the above trades during second year is reduced from \$1.20 to \$1.15 per hour.)

Other regulations amend apprenticeship conditions and also provide that any wage

increases or other benefits allowed to those workers of the general trades covered by the present agreement will apply to the employees governed by this part of the agreement.

Building Trades, Joliette

An Order in Council dated January 21 and gazetted January 31, amends the previous Orders in Council for this industry (L.G., Aug. 1947, p. 1175; June 1948, p. 620; June 1949, p. 736; July 1950, p. 1053, Nov., p. 1905; June 1951, p. 829; Aug. 1952, p. 1084, and previous issues) by the addition of "The United Brotherhood of Carpenters and Joiners of America, Local 752", to the list of contracting parties.

Wages, Hours and Working Conditions

Meat Products Industry

Average rise in wage rates of more than three per cent obtained by plant employees in meat products industry in 1952; since 1939, wages have trebled. A decided shift to 40-hour work week occurred in 1952

An average rise in wage rates of more than three per cent was obtained by plant employees in the meat products industry in 1952. Wage increases were widespread in their application. Most workers also benefited by a reduction in working hours. These improvements in working conditions were indicated in the October 1952, survey of wage rates and salaries covering 68 meat packing plants across Canada.

Wage Rates

The general level of average hourly wage rates in the slaughtering and meat packing industry at October 1952, was almost treble that of 1939, with the index attaining a level of 298.8 in terms of the base year. This represents an increase of 3.3 per cent since October 1951, when the index stood at 289.4, considerably less than the gain of 18 per cent that occurred during the previous 12 months.

Wage increases granted to employees of the larger plants during the summer of 1952 accounted for much of this rise. Collective agreements negotiated by the "Big Three" meat packing companies and the United Packinghouse Workers of America provided for increases of five per cent in hourly rates, effective August 1, 1952.

As the terms of these agreements are two years, it is possible that the average rates shown in the accompanying table will remain substantially unchanged until the summer of 1954. On the other hand, wage reopening clauses permit the amendment of the provisions of the agreements relating to wages if notice is given in writing by either party during the early summer of 1953.

Increases in national wage rate averages for the 21 occupations included in this analysis ranged from two cents for female "linkers and twisters" to nine cents for luggers and steamfitters. The average increase was approximately five cents an hour. Much of the variation in increases is due to changes in employment distribution between plants and between provinces and to the variable effect of incentive bonus payments.

Each year, the Economics and Research Branch of the Department of Labour surveys some 16,000 industrial establishments requesting information on wages and working conditions. This year, the survey is divided into two parts, with information on wages and hours being obtained in October and information for certain aspects of working conditions in April.

The present article is one of a series based on results of the October 1952, survey. Succeeding issues of the *LABOUR GAZETTE* will contain similar articles on other industries.

Workers in the slaughtering and meat packing industry are classified into a considerable number of specialized occupations, the biggest percentage of which are production jobs. Of the 21 more representative occupations shown in the accompanying table, three have been added since the last analysis of wage rates in this industry (L.G., July 1952, p. 967). Employees in these three occupations are principally engaged in the manufacture of lard, margarine and other meat by-products.

On a national basis, average rates for the production jobs varied from \$1.42 an hour for smokers, a semi-skilled occupation, to \$1.65 for siders, a skilled job category. Other production jobs for which rates are shown include boners, \$1.50 an hour; butchers, \$1.46; and sausage makers \$1.45. Labourers received an average of \$1.28 per hour. Two female occupations are covered in this analysis, "bacon wrappers and packers" who received an average of \$1.11 per hour and "linkers" and "twisters", \$1.18.

Average wage rates for non-production workers ranged from \$1.43 for luggers to \$1.64 for stationary engineers. The three selected maintenance occupations were all skilled with steamfitters averaging \$1.60 an hour; carpenters \$1.59; and machinists, \$1.56.

Differentials in wage rates between regions for comparable work were of modest proportions. This is accounted for by the high degree of uniformity in working conditions characteristic of this industry. The highest rates for individual occupations were paid in the three prairie

AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE SLAUGHTERING AND MEAT PACKING INDUSTRY, OCTOBER 1952

Occupation and Locality	Average wage rate per hour	Range of rates per hour	Occupation and Locality	Average wage rate per hour	Range of rates per hour
	\$	\$		\$	\$
BACON WRAPPER AND PACKER, FEMALE			HAM TRIMMER		
Canada.....	1.11	.....	Canada.....	1.46	.....
Quebec.....	1.05	85-1.17	Quebec.....	1.41	1.22-1.50
Montreal.....	1.03	71-1.17	Montreal.....	1.40	1.22-1.50
Ontario.....	1.02	60-1.22	Ontario.....	1.35	1.00-1.53
Toronto.....	1.17	1.18-1.33	Manitoba.....	1.60	1.33-1.67
Manitoba.....	1.18	98-1.33	Saskatchewan.....	1.52	1.47-1.64
Saskatchewan.....	1.28	1.17-1.37	Alberta.....	1.55	1.52-1.60
Alberta.....	1.27	1.19-1.36	British Columbia.....	1.57	1.50-1.61
British Columbia.....	1.18	1.13-1.22			
BONER			LABOURER		
Canada.....	1.50	.....	Canada.....	1.28	.....
Quebec.....	1.41	1.20-1.57	Quebec.....	1.29	1.21-1.41
Montreal.....	1.47	1.29-1.57	Montreal.....	1.29	1.21-1.41
Ontario.....	1.51	1.22-2.05	Ontario.....	1.23	1.90-1.35
Toronto.....	1.99	1.59-2.36	Toronto.....	1.35	1.35-1.38
Manitoba.....	1.59	1.40-1.75	Manitoba.....	1.30	1.28-1.33
Saskatchewan.....	1.58	1.55-1.60	Saskatchewan.....	1.34	1.32-1.42
Alberta.....	1.53	1.30-1.79	Alberta.....	1.32	1.27-1.39
British Columbia.....	1.56	1.48-1.60	British Columbia.....	1.35	1.33-1.40
BUTCHER			LINKER AND TWISTER, FEMALE		
Canada.....	1.46	.....	Canada.....	1.18	.....
Quebec.....	1.40	1.23-1.59	Quebec.....	1.03	69-1.17
Montreal.....	1.45	1.28-1.59	Montreal.....	1.00	69-1.17
Ontario.....	1.38	1.17-1.58	Ontario.....	1.10	70-1.37
Toronto.....	1.53	1.41-1.69	Toronto.....	1.41	1.33-1.64
Manitoba.....	1.57	1.50-1.69	Manitoba.....	1.23	1.07-1.37
Saskatchewan.....	1.49	1.06-1.64	Saskatchewan.....	1.25	1.20-1.33
Alberta.....	1.59	1.42-1.66	Alberta.....	1.27	1.21-1.34
British Columbia.....	1.62	1.40-1.75	British Columbia.....	1.22	1.13-1.49
CARPENTER			LUGGER		
Canada.....	1.59	.....	Canada.....	1.43	.....
Quebec.....	1.65	.....	Quebec.....	1.38	1.24-1.43
Ontario.....	1.49	1.25-1.69	Montreal.....	1.38	1.19-1.43
Toronto.....	1.60	1.53-1.69	Ontario.....	1.43	1.32-1.60
Manitoba.....	1.65	1.50-1.73	Toronto.....	1.48	1.45-1.60
Saskatchewan.....	1.65	1.56-1.73	Manitoba.....	1.45	1.35-1.63
Alberta.....	1.64	1.49-1.60	Alberta.....	1.47	1.35-1.65
British Columbia.....	1.78	1.55-2.03	British Columbia.....	1.43	1.30-1.49
CUTTER, BEEF (BUTCHER, BEEF)			MACHINIST		
Canada.....	1.46	.....	Canada.....	1.56	.....
Quebec.....	1.39	1.29-1.44	Quebec.....	1.63	1.55-1.72
Montreal.....	1.37	1.29-1.41	Montreal.....	1.61	1.54-1.72
Ontario.....	1.42	1.22-1.60	Ontario.....	1.51	1.28-1.75
Toronto.....	1.54	1.44-1.64	Toronto.....	1.64	1.53-1.78
Manitoba.....	1.59	1.54-1.66	Manitoba.....	1.61	1.50-1.68
Saskatchewan.....	1.57	1.44-1.61	Alberta.....	1.75	1.70-1.87
Alberta.....	1.54	1.49-1.60			
British Columbia.....	1.57	1.47-1.72			
CUTTER, PORK (BUTCHER, PORK)			SAUSAGE MAKER		
Canada.....	1.45	.....	Canada.....	1.45	.....
Quebec.....	1.32	99-1.50	Quebec.....	1.38	1.06-1.67
Montreal.....	1.32	99-1.50	Montreal.....	1.37	1.14-1.44
Ontario.....	1.39	1.24-1.55	Ontario.....	1.37	1.00-1.69
Toronto.....	1.49	1.25-1.69	Toronto.....	1.46	1.21-1.71
Manitoba.....	1.59	1.53-1.66	Manitoba.....	1.51	1.39-1.67
Saskatchewan.....	1.53	1.47-1.62	Saskatchewan.....	1.52	1.47-1.64
Alberta.....	1.53	1.40-1.59	Alberta.....	1.57	1.50-1.65
British Columbia.....	1.57	1.49-1.64	British Columbia.....	1.55	1.49-1.61

AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE SLAUGHTERING AND MEAT PACKING INDUSTRY, OCTOBER 1952—Concluded

Occupation and Locality	Average wage rate per hour	Average of rates per hour	Occupation and Locality	Average wage rate per hour	Range of rates per hour
	\$	\$		\$	\$
SIDER (FLOORMAN)			STEAMFITTER		
Canada.....	1.65	.....	Canada.....	1.60	.....
Quebec.....	1.58	1.47-1.75	Quebec.....	1.64	1.61-1.66
Ontario.....	1.48	1.15-1.87	Montreal.....	1.63	1.52-1.66
Toronto.....	1.70	1.50-1.96	Ontario.....	1.53	1.30-1.69
Manitoba.....	1.74	1.50-1.90	Toronto.....	1.62	1.53-1.69
Saskatchewan.....	1.73	1.67-1.87	Manitoba.....	1.68	1.60-1.77
Alberta.....	1.75	1.51-1.95	Saskatchewan.....	1.62	1.53-1.71
British Columbia.....	1.78	1.75-1.83	Alberta.....	1.69	1.61-1.80
			British Columbia.....	1.65	1.48-1.83
SMOKER (SMOKE HOUSE OPERATOR)			TRUCK DRIVER		
Canada.....	1.42	.....	Canada.....	1.48	.....
Quebec.....	1.36	1.21-1.50	Quebec.....	1.52	1.44-1.62
Montreal.....	1.35	1.21-1.50	Montreal.....	1.51	1.44-1.62
Ontario.....	1.33	1.05-1.55	Ontario.....	1.39	.99-1.61
Toronto.....	1.48	1.47-1.55	Toronto.....	1.58	1.30-1.73
Manitoba.....	1.64	1.49-1.60	Manitoba.....	1.60	1.28-1.85
Saskatchewan.....	1.48	1.42-1.55	Saskatchewan.....	1.44	1.43-1.50
Alberta.....	1.47	1.41-1.57	Alberta.....	1.50	1.49-1.63
British Columbia.....	1.58	1.48-1.60	British Columbia.....	1.57	1.56-1.60
STATIONARY ENGINEER			RENDER MAN (KETTLEMAN, LARD COOKER)		
Canada.....	1.64	.....	Canada.....	1.47	.....
Quebec.....	1.59	1.44-1.80	Quebec.....	1.40	1.14-1.44
Montreal.....	1.62	1.44-1.80	Montreal.....	1.37	1.14-1.43
Ontario.....	1.61	1.35-1.81	Ontario.....	1.39	1.18-1.60
Toronto.....	1.66	1.50-1.82	Toronto.....	1.52	1.38-1.60
Manitoba.....	1.64	1.40-1.79	Manitoba.....	1.55	1.48-1.58
Saskatchewan.....	1.71	1.68-1.77	Alberta.....	1.57	1.45-1.60
Alberta.....	1.73	1.65-1.80			
British Columbia.....	1.68	1.49-1.69	REFINER (FILTERER)		
STATIONARY FIREMAN			Canada.....	1.55	.....
Canada.....	1.44	.....	Quebec.....	1.44	1.34-1.50
Quebec.....	1.40	1.22-1.50	Ontario.....	1.53	1.12-1.82
Montreal.....	1.39	1.22-1.50	Manitoba.....	1.59	1.53-1.64
Ontario.....	1.40	1.17-1.62	Alberta.....	1.63	1.52-1.70
Manitoba.....	1.49	1.33-1.67	VOTATOR MACHINE OPERATOR		
Saskatchewan.....	1.46	1.36-1.52	Canada.....	1.48	.....
Alberta.....	1.46	1.37-1.55	Ontario.....	1.42	1.17-1.69
British Columbia.....	1.50	1.43-1.63	Manitoba.....	1.55	1.50-1.60
			Alberta.....	1.62	1.52-1.70

provinces and in British Columbia. The lowest rates were paid in Ontario and Quebec. Provincial differentials were lowest in the case of some of the unskilled groups such as luggers, stationary firemen and labourers and highest for one of the skilled group, siders. The average differential between the highest paying and lowest paying province was 20 cents an hour.

Hours of Work

Sixty per cent of the meat packing plants employing 75 per cent of the total

non-office employees in the industry reported a 5-day week in effect as of October 1, 1952. These proportions are substantially higher than a year earlier, when not quite 60 per cent of Canadian packinghouse workers were on this schedule.

There was a decided shift from a 42- to a 40-hour week during the year and, to a lesser extent, from 44 to 40 hours. A distribution of plants and workers according to the length of the work week is given in the table on the following page.

	Establish- ments 1952	Number of:		Percentage of Employees		
		Non-office Employees 1952		1952	1951	1949
40 hours	34	13,607		77.1	29.2	1.3
Over 40 and under 44.....	2	186		1.0	39.3	..
44	10	1,410		8.0	17.8	72.1
45	11	1,634		9.3	9.3	12.8
Over 45	11	811		4.6	2.8	13.7
Other .....	..	..		..	1.6	0.1
	68	17,648		100.0	100.0	100.0

Prices and the Cost of Living*

Consumer Price Index, March 2, 1953

The Dominion Bureau of Statistics consumer price index dropped during February to the lowest level since August 1951, decreasing 0.6 per cent from 115.5 at February 2 to 114.8 at March 2. The decline was almost entirely due to lower food prices and a reduction in the price of cigarettes.

The food index moved down 1.0 per cent from 112.7 to 111.6, the lowest point in two years. Decreases for tea, oranges, potatoes and all cuts of beef and fresh pork outweighed higher prices for butter, eggs, tomatoes, ham, bacon and chicken.

Within the clothing group, fractional increases for several items overbalanced narrow declines; the index advanced 0.1 per cent to 109.7.

The household operations series also increased 0.1 per cent to reach 116.7, as a result of scattered slight increases.

A decrease of nearly 15 per cent in the retail price of cigarettes accounted for most of the 1.3-per cent decline—from 116.7 to 115.2—recorded by the other commodities and services series.

The shelter index remained unchanged at 122.5 as an increase of 0.1 per cent in the rent component was offset by an equal decrease in the home-ownership sub-group.

The index one year ago (March 1, 1952) was 116.9. Group indexes at that date were: food, 117.6; shelter, 119.1; clothing, 112.9; household operation, 116.9; and other commodities and services, 116.4.

Cost-of-Living Index, March 2, 1953

The cost-of-living index (1935-39=100) dropped from 184.9 at February 2 to 184.2 at March 2, 1953. At March 1, 1952, it was 189.1.

*See Tables F-1 to F-6 at end of book.

Group indexes at March 2 (February 2 figures in parentheses) were: food, 225.7 (227.4); rent 150.7 (150.5); fuel and light, 154.4 (154.3); clothing, 205.5 (205.2); home furnishings and services, 196.3 (196.1); and miscellaneous, 147.9 (149.0).

Group indexes one year ago (March 1, 1952) were: food, 241.7; rent, 146.3; fuel and light, 152.5; clothing, 211.2; home furnishings and services, 200.8; and miscellaneous, 146.9.

City Cost-of-Living Indexes, February 2, 1953

Cost-of-living indexes for seven of the nine regional cities advanced between January 2 and February 2 while two declined. In most centres, increases in meat prices offset decreases in eggs, tea, oranges and potatoes. Higher coal prices were reported in four cities and rents advanced in all cities except St. John's, Halifax and Saint John.

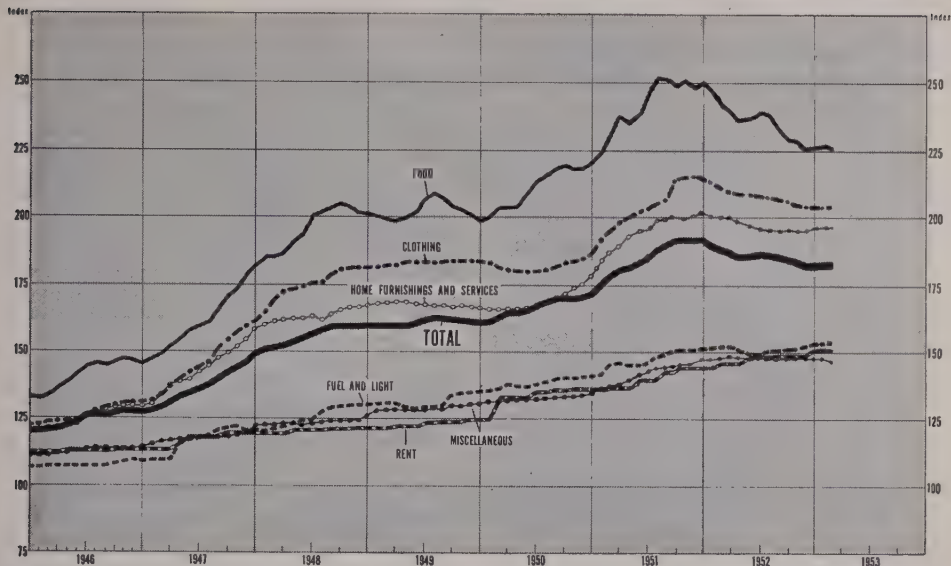
The clothing and home furnishings indexes registered mixed changes, decreases in the prices of men's work pants and increases in broom prices being predominant. Higher rates for hospital accommodation were reflected in higher miscellaneous indexes for St. John's, Halifax and Toronto. Miscellaneous indexes for the remaining cities were unchanged.

Composite city cost-of-living index point changes between January 2 and February 2 were as follows: Montreal, +0.8 to 190.5; Winnipeg, +0.7 to 177.2; Halifax, +0.4 to 173.9; Saskatoon, +0.3 to 182.1; Toronto, +0.2 to 181.5; Saint John, +0.1 to 180.8; Edmonton, +0.1 to 175.7; Vancouver, -0.7 to 187.5; and St. John's, -0.1 to 102.3.

Wholesale Prices, February, 1953

Canada's general index number of wholesale prices dropped 0.3 per cent between January and February and 5.0 per cent

COST OF LIVING IN CANADA FROM JANUARY 1946



since February last year. The February 1953, index was 220.9; in January it was 221.5 and in February last year, 232.6.

Seven of the eight major groups moved lower between January and February. The largest percentage change occurred for non-ferrous metals, the index for this group declining from 169.6 to 168.5 as a result of decreases in lead, zinc and sheet brass which outweighed a small advance in silver.

Vegetable products receded from 202.0 to 200.9 as losses for potatoes, raw rubber, cocoa beans, lemons, flax, rye and oats outweighed advances for onions, rice and milled feeds.

In the animal products group, a change from 239.3 to 239.0 reflected lower prices for fish, raw furs, livestock (notably steers) and fresh meat. These outweighed a firmer price tone for hides, bacon, ham, dairy products and eggs.

Declines in petroleum products and some domestic coals overbalanced advances in building tile and sulphur to lower the non-metallic minerals index from 175.3 to 174.9.

The index for chemicals and allied products registered a drop of 0.3 points to 176.7, mainly as a result of lower prices for inorganic chemicals and paint materials.

A decline in scrap iron resulted in a decrease in the iron and steel products index from 221.5 to 221.4. Wood, wood products and paper declined from 289.8 to 289.7 as lower prices for fir lumber outweighed slight advances in woodpulp, newsprint and cedar shingles.

Fibres and textile products registered the only advance, moving up from 240.3 to 241.1 because of higher prices for worsted yarns, woollen cloth and raw cotton. These outweighed declines in cotton yarn and sash cord.

Canadian farm product prices at terminal markets recorded further weakness in February, the composite index dropping from 226.4 in January to 222.6, a decline of 1.7 per cent. Both field and animal product prices were lower, the index for the former declining from 186.4 to 182.1 as a result of lower prices for potatoes, flax and eastern grains, that for the latter receding from 266.4 to 263.1 as declines for steers and calves outweighed firmer quotations for hogs, lamb, fowl and eggs.

Residential building material prices registered a further moderate decline between January and February, dropping from 283.7 to 282.3. Lower prices for fir lumber were mainly responsible for the change.

Strikes and Lockouts

Canada, February, 1953*

Strike idleness was down from the low figure of the previous month in spite of a slight increase in the number of existing stoppages. More than half the time loss was caused by two disputes, those involving copper refiners and clothing and hosiery factory workers, both at Montreal.

Wages and related questions were the central issues in nine stoppages in February 1953, causing more than 65 per cent of the total time loss. Of the other disputes, five arose over union questions; four over questions affecting working conditions; and one was over discharge of workers.

Preliminary figures for February 1953, show 19 strikes and lockouts in existence, involving 3,757 workers, with a time loss of 23,777 man-working days, compared with 14 strikes and lockouts in January 1953, with 2,136 workers involved and a loss of 31,050 days. In February 1952, there were 22 strikes and lockouts, with 13,048 workers involved and a loss of 47,603 days.

For the first two months of 1953 preliminary figures show 25 strikes and lockouts, with 4,584 workers involved and a loss of 54,827 days. In the same period

in 1952 there were 25 strikes and lockouts, involving 17,768 workers and a loss of 118,748 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February 1953, was 0.03 per cent of the estimated working time; in January 1953, 0.04 per cent; for the first two months of 1953, 0.03 per cent; and for the first two months of 1952, 0.07 per cent.

Of the 19 strikes and lockouts in existence in February 1953, one was settled in favour of the workers, five in favour of the employers, two were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month eight stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont. on May 23, 1952.)

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December 1952, was 92 and 13 were still in progress from the previous month, making a total of 105 during the month. In all stoppages of work in progress, 62,600 workers were involved and a time loss of 136,000 working days caused.

Of the 92 disputes leading to stoppages of work which began in December, two, directly involving 7,000 workers, arose over demands for advances in wages, and 34, directly involving 1,900 workers, over other

wage questions; three, directly involving 300 workers, over questions as to working hours; 17, directly involving 3,500 workers, over questions respecting the employment of particular classes or persons; 35, directly involving 1,600 workers, over other questions respecting working arrangements; and one, directly involving 100 workers, was over questions of trade union principle.

New Zealand

For the third quarter of 1952 figures show 11 strikes, involving directly and indirectly, 2,202 workers and causing a time loss of 2,740 man-days.

United States

Preliminary figures for January 1953, show 350 work stoppages resulting from labour-management disputes beginning in the month in which 200,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,250,000 man-days. Corresponding figures for December 1952, are 200 work stoppages involving 80,000 workers and a time loss of 1,000,000 days.

*See Tables G-1 and G-2 at end of book.

Selected Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 57.

Accident Prevention

1. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Industrial Safety*. Hearings before the Subcommittee on Health of the Committee on Labor and Public Welfare, United States Senate, Eighty-second Congress, second session, on S.2325, Accident prevention act of 1951, and S.2714, Industrial safety act . . . Washington, G.P.O., 1952. Pp. 319.

2. **U.S. Federal Safety Council.** *Manufacturing Recommended Safety Standards for Federal Installations*. Washington, U.S. Bureau of Labor Standards, 1952. Pp. 41.

Accidents

3. **U.S. Bureau of Labor Standards.** *Slaughtering, Meat-Packing, and Rendering* . . . Washington, G.P.O., 1952. Pp. 37. This pamphlet deals with the danger of accidents to young people in meat-packing plants.

4. **U.S. Interstate Commerce Commission. Bureau of Transport Economics and Statistics.** *Rail-Highway Grade-Crossing Accidents for the Year ended December 31, 1951*. Washington, 1952. Pp. 36.

Apprenticeship

5. **Great Britain. Building Apprenticeship and Training Council.** *Building: Training for Management*. February 1952. London, H.M.S.O., 1952. Pp. 12.

6. **Massachusetts. Advisory Apprenticeship Committee.** *The Apprenticeship Situation in the Metal Trades and Allied Industries in Massachusetts; a Report* . . . Boston, Massachusetts Development and Industrial Commission, 1951. Pp. 32.

7. **New York (State) Apprenticeship Council.** *Apprenticeship Programs and*

Apprentices in Training in New York State on December 31, 1951. New York, New York State. Department of Labor, 1952. Pp. 48.

8. **Patterson, William Francis.** *Industrial Training and Mobilization in California*. Address at annual mass apprenticeship completion ceremony, sponsored by joint apprenticeship committees of the East Bay area, Oakland, California, May 28, 1952. Washington, U.S. Bureau of Apprenticeship, 1952. Pp. 12.

9. **U.S. Bureau of Apprenticeship.** *St. Louis, Mo., and Vicinity Machinist and Tool and Die Maker Apprenticeship Standards*; jointly developed by employers and the International Association of Machinists, District No. 9, in co-operation with the Bureau of Apprenticeship. Washington, G.P.O., 1952. Pp. 28.

10. **U.S. Bureau of Apprenticeship.** *Union Participation in Apprenticeship in 32 Selected States and Territories*. Washington, 1951. Pp. 6.

11. **U.S. Bureau of Apprenticeship.** *Your Skill Improvement Program*. Washington, G.P.O., 1952. Pp. 14. This pamphlet is about apprenticeship.

Civil Service

12. **U.S. Bureau of Employee's Compensation.** *What Every Federal Employee should Know about the Federal Employees' Compensation Act*. Washington, G.P.O., 1952. Pp. 5.

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(Continued from page 575)

ships and Union Steamships Limited, Vancouver, B.C., and Seafarers' International Union of North America, Canadian District (L.G., March 1953, p. 419). The Board had not been fully constituted at the end of the month.

Settlements Following Board Procedure

(1) Canadian National Railways (Atlantic, Central and Western Regions), and the Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1952, p. 1352).

(2) Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1952, p. 1352).

(3) Canadian Pacific Railway Company (dining, cafe and buffet car employees),

and the Brotherhood of Railroad Trainmen (L.G., Feb. 1953, p. 240).

(4) Railway Association of Canada (extra gang employees) and Brotherhood of Maintenance of Way Employees (L.G., Dec. 1952, p. 1585).

Strike Following Board Procedure

On February 16 the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, called a strike of employees of Searle Grain Ltd.; Pacific Elevators Ltd.; United Grain Growers Ltd.; Kerr Gifford & Co., Inc.; and Alberta Wheat Pool, all of Vancouver, following receipt by the parties of the report of the Board of Conciliation and Investigation, which dealt with the dispute (L.G., March 1953, p. 420). At the time of writing, the strike had not terminated.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

Source: D.B.S. Labour Force Survey

	Week ended January 24, 1953			Week ended December 13, 1952		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	9,984	4,983	5,001	10,000	5,001	4,999
A. Civilian labour force.....	5,210	4,075	1,135	5,276	4,096	1,180
Persons at work.....	4,854	3,765	1,089	5,017	3,873	1,144
35 hours or more.....	4,533	3,588	945	4,558	3,612	946
Less than 35 hours.....	321	177	144	459	261	198
Usually work 35 hours or more.....	123	104	19	234	178	56
(a) laid off for part of the week.....	10	*	*	11	*	*
(b) on short time.....	35	28	*	30	24	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	14	13	*	31	30	*
(f) illness.....	32	26	*	30	25	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	18	11	*
(i) other.....	22	20	*	106	72	34
Usually work less than 35 hours.....	198	73	125	225	83	142
Persons with jobs not at work.....	169	143	26	127	108	19
Usually work 35 hours or more.....	162	139	23	122	105	17
(a) laid off for full week.....	47	41	*	24	20	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	74	62	12	66	57	*
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	18	14	*	13	11	*
(f) other.....	15	14	*	10	*	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work (1).....	187	167	20	132	115	17
B. Persons not in the labour force.....	4,774	908	3,866	4,724	905	3,819
(a) permanently unable or too old to work.....	190	124	66	198	128	70
(b) keeping house.....	3,340	*	3,339	3,296	*	3,296
(c) going to school.....	677	354	323	670	352	318
(d) retired or voluntarily idle.....	542	414	128	532	408	124
(e) other.....	25	15	10	28	17	11

(1) Included here are only those who did not work during the entire survey week and were looking for work. For all those who sought work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

	Week ended January 24, 1953			Week ended December 13, 1952		
	Total	Seeking full-time work	Seeking part-time work	Total	Seeking full-time work	Seeking part-time work
Total looking for work.....	198	175	23	148	128	20
Without jobs.....	187	166	21	132	116	16
Under 1 month.....	67	*	*	60	*	*
1—3 months.....	93	*	*	52	*	*
4—6 months.....	17	*	*	12	*	*
7—12 months.....	*	*	*	*	*	*
13—18 months.....	*	*	*	*	*	*
19—and over.....	*	*	*	*	*	*
Worked.....	11	*	*	16	12	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	11	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JANUARY 24, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both sexes.....	5,210	100	399	1,501	1,865	905	440
Agricultural.....	774		56	184	201	312	21
Non-Agricultural.....	4,436	100	343	1,317	1,664	593	419
Males.....	4,075	82	324	1,157	1,439	736	337
Agricultural.....	751		55	180	192	305	19
Non-Agricultural.....	3,324	82	269	977	1,247	431	318
Females.....	1,135	18	75	344	426	169	103
Agricultural.....	23		*	*	*	*	*
Non-Agricultural.....	1,112	18	74	340	417	162	101
All ages.....	5,210	100	399	1,501	1,865	905	440
14—19 years.....	494	14	43	186	147	74	30
20—24 years.....	707	15	54	228	237	123	50
25—44 years.....	2,430	48	179	700	873	417	213
45—64 years.....	1,370	21	104	348	517	253	127
65 years and over.....	209	*	19	39	91	38	20
<i>Persons with Jobs</i>							
All status groups.....	5,023	94	377	1,433	1,820	886	413
Males.....	3,908	76	303	1,097	1,398	720	314
Females.....	1,115	18	74	336	422	166	99
Agricultural.....	770		55	183	200	312	20
Non-Agricultural.....	4,253	94	322	1,250	1,620	574	393
Paid workers.....	3,792	73	274	1,109	1,471	515	350
Males.....	2,783	58	208	806	1,082	368	261
Females.....	1,009	15	66	303	389	147	89
<i>Persons without Jobs and Seeking Work</i>							
Both sexes.....	187	*	22	68	45	19	27
<i>Persons not in the Labour Force</i>							
Both sexes.....	4,774	138	450	1,307	1,571	882	426
Males.....	908	41	95	227	263	182	100
Females.....	3,866	97	355	1,080	1,308	700	326

*Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—January.....	353	3,660	6,701	1,334	1,083	13,131	6,453
1953—January.....	170	1,098	2,882	934	543	5,627	1,817

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domes- tics	Others	Total Workers
1951—Total.....	25,890	31,007	33,682	5,317	4,001	2,956	6,531	5,402	114,786
1952—Total.....	16,971	19,586	22,034	6,900	7,054	3,402	7,556	1,526	85,029
1952—January.....	1,164	2,572	2,135	473	501	245	732	112	7,934
1953—January.....	238	393	675	282	443	163	429	41	2,664

B—Labour Income**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transport- ation, Communi- cation, Storage Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—December.....	63	250	52	192	162	26	745
1951—January.....	62	248	47	188	163	26	734
February.....	63	250	46	189	161	24	733
March.....	59	256	46	193	174	25	753
April.....	59	261	53	198	170	27	768
May.....	66	265	60	203	176	27	797
June.....	71	271	65	210	178	27	822
July.....	70	272	68	211	178	30	829
August.....	72	275	72	213	179	28	839
September.....	75	280	74	216	182	28	855
October.....	80	279	73	217	187	29	865
November.....	82	279	71	221	190	29	872
December.....	80	285	64	221	187	28	865
1952—January.....	78	278	59	213	189	29	846
February.....	80	283	59	214	194	28	858
March.....	74	288	62	215	194	29	862
April.....	63	289	67	219	195	29	862
May.....	69	290	73	225	199	29	885
June.....	70	290	79	229	202	30	900
July.....	71	293	88	231	203	30	916
August.....	77	303	87	232	199	30	928
September.....	79	310	89	234	199	31	942
October.....	82	311	86	236	204	32	951
November.....	82	316	83	240	208	31	960
December.....	77	323	77	242	207	32	958

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, 1953, employers in the principal non-agricultural industries reported a total employment of 2,440,753.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average.....	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952.....	177.8	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	178.0	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....	177.9	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952.....	177.4	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952.....	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952.....	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952.....	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952.....	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952.....	190.6	209.2	163.8	185.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952.....	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952.....	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952.....	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953.....	187.1	183.8	154.5	178.4	176.0	197.9	177.9	158.5	226.1	191.3
Percentage Distribution of Employees of Reporting Establishments at January 1, 1953.	100.0	0.2	3.6	2.5	29.2	43.1	5.2	2.3	5.0	8.9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average.....	184.7	426.1	230.9	54.13	192.3	474.0	246.2	56.11
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952.....	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952.....	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952.....	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952.....	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952.....	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.38
Oct. 1, 1952.....	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952.....	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952.....	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953.....	187.1	429.8	230.1	53.93	196.1	474.0	241.6	55.06

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Jan. 1 1953	Dec. 1 1952	Jan. 1 1952
	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	183.8	199.0	175.2	393.5	418.7	327.9	42.61	41.87	37.25
Nova Scotia.....	154.5	158.0	149.2	333.9	348.9	287.3	46.30	47.30	41.24
New Brunswick.....	178.4	180.9	190.7	418.2	419.9	419.7	47.67	47.22	44.61
Quebec.....	176.0	183.1	171.7	429.7	461.0	389.2	51.96	53.59	48.27
Ontario.....	197.9	200.7	190.3	448.2	477.9	406.2	55.50	58.36	52.35
Manitoba.....	177.9	183.9	173.0	363.9	374.8	334.2	52.59	52.41	49.66
Saskatchewan.....	158.5	164.7	152.1	341.7	349.2	305.3	52.22	51.35	48.67
Alberta.....	226.1	231.6	206.0	490.8	521.1	422.3	55.19	57.21	52.17
British Columbia.....	191.3	200.8	186.4	430.5	486.4	386.9	58.49	62.98	53.97
CANADA.....	187.1	192.2	181.0	429.8	459.5	388.8	53.93	56.12	50.42
(b) METROPOLITAN AREAS									
Sydney.....	111.9	110.6	111.2	290.5	292.0	241.9	58.02	59.01	48.62
Halifax.....	224.5	228.3	216.8	413.8	432.6	375.8	43.18	44.39	40.60
Saint John.....	183.5	172.5	204.9	357.8	351.8	400.0	41.77	43.70	41.84
Quebec.....	163.2	168.3	149.0	388.8	421.4	320.1	44.39	46.65	40.03
Sherbrooke.....	172.6	169.7	161.1	387.6	415.2	349.6	43.64	47.55	42.12
Three Rivers.....	163.6	169.7	169.5	411.7	437.9	406.9	50.34	51.84	48.02
Drummondville.....	177.0	178.2	189.2	462.4	489.2	473.1	50.01	52.56	47.88
Montreal.....	185.4	189.9	174.9	421.9	452.2	368.5	52.00	54.43	48.15
Ottawa—Hull.....	194.4	195.0	192.2	401.7	422.2	375.7	47.84	50.10	46.28
Peterborough.....	197.5	197.0	201.5	520.1	554.9	514.3	55.64	59.51	53.92
Oshawa.....	264.2	279.7	243.0	630.0	701.8	624.5	56.26	59.23	60.77
Niagara Falls.....	292.2	304.8	254.1	768.1	846.7	624.6	63.37	68.97	59.24
St. Catharines.....	244.5	249.9	233.9	606.9	677.8	561.0	60.91	66.56	58.88
Toronto.....	209.6	211.1	196.4	465.5	489.2	407.5	56.09	58.52	52.32
Hamilton.....	207.2	209.9	199.5	491.4	535.7	447.5	57.36	61.72	54.33
Brantford.....	205.8	207.3	203.3	537.8	569.1	517.2	54.28	57.02	52.84
Galt.....	167.1	168.0	145.3	399.1	433.4	322.7	49.06	53.00	45.88
Kitchener.....	177.7	185.3	167.9	427.2	472.2	355.6	50.99	54.05	45.00
Sudbury.....	184.0	183.6	182.2	425.8	424.9	400.2	69.50	69.48	65.96
London.....	201.3	203.5	185.3	444.4	460.9	373.7	52.25	53.58	47.75
Sarnia.....	328.7	347.9	295.4	741.6	853.7	620.6	62.51	67.99	58.24
Windsor.....	235.8	235.9	209.2	497.3	570.8	438.2	58.70	67.36	58.41
Sault Ste. Marie.....	250.8	255.2	223.2	629.3	625.0	497.9	66.56	64.95	59.29
Ft. William—Pt. Arthur.....	227.2	242.0	226.1	505.9	564.5	479.4	56.85	59.54	53.90
Winnipeg.....	178.8	184.9	171.5	362.9	378.2	329.1	49.52	49.91	46.75
Regina.....	187.7	192.5	169.6	401.4	411.6	347.5	48.61	48.60	46.41
Saskatoon.....	204.4	211.3	195.4	441.5	463.2	391.9	47.85	48.57	44.51
Edmonton.....	298.9	306.3	250.0	656.0	721.6	504.0	61.68	55.47	47.39
Calgary.....	234.2	235.8	216.4	482.3	500.3	419.1	53.04	54.66	50.03
Vancouver.....	208.0	211.6	197.7	462.5	487.0	405.5	55.74	57.70	51.39
Victoria.....	230.7	230.0	218.2	519.0	537.1	451.6	53.91	55.98	49.66
(c) INDUSTRIES									
Forestry (chiefly logging).....	205.5	226.6	283.4	688.4	785.4	859.5	58.00	60.01	51.60
Mining.....	122.2	124.6	120.2	278.1	299.7	252.5	65.66	69.40	60.42
Manufacturing.....	196.1	199.6	183.6	474.0	512.2	417.8	55.06	58.46	51.82
Durable Goods ¹	255.5	257.5	233.8	620.7	670.7	532.1	59.01	63.30	55.29
Non-Durable Goods.....	157.9	162.3	151.2	368.6	398.4	335.4	50.92	53.51	48.35
Construction.....	176.5	202.5	167.0	491.0	637.1	410.4	62.30	59.15	46.14
Transportation, storage, communi- cation.....	182.3	186.6	181.3	380.6	376.3	353.0	59.72	57.69	55.73
Public utility operation.....	196.1	199.0	187.3	424.2	438.4	378.8	63.71	64.89	59.65
Trade.....	195.3	193.3	185.2	416.3	409.6	374.6	46.54	46.26	44.25
Finance, insurance and real estate.....	181.7	181.7	178.7	312.5	310.7	292.0	50.03	49.77	47.50
Service ²	185.2	187.2	178.1	385.6	396.5	351.2	34.88	35.47	32.69
Industrial composite.....	187.1	192.2	181.0	429.8	459.5	388.8	53.93	56.12	50.42

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.5	133.9	51.55	38.6	144.5	55.78	38.4	121.8	46.77

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1953	Dec. 1, 1952	Jan. 1, 1952	Jan. 1, 1953	Dec. 1, 1952	Jan. 1, 1952
Newfoundland.....	40.2	43.9	39.3	134.0	126.5	127.9
Nova Scotia.....	38.9	42.2	37.5	117.1	115.1	114.6
New Brunswick.....	39.8	43.5	39.6	118.6	114.7	114.2
Quebec.....	40.2	44.2	39.4	120.5	118.0	114.1
Ontario.....	37.7	41.8	37.7	141.3	140.2	134.0
Manitoba.....	38.4	41.3	38.7	131.1	125.5	121.9
Saskatchewan.....	39.9	42.1	39.7	133.9	132.8	126.0
Alberta.....	38.4	41.5	39.0	137.5	133.2	125.9
British Columbia.....	35.0	39.0	34.0	163.7	163.1	156.5
Montreal.....	39.0	43.0	37.9	126.6	124.1	118.6
Toronto.....	37.8	41.8	36.8	139.9	138.7	131.6
Hamilton.....	36.9	40.7	36.7	155.8	155.2	147.4
Windsor.....	33.2	41.7	38.2	162.2	164.0	150.2
Winnipeg.....	38.1	40.9	38.3	129.9	123.9	120.3
Vancouver.....	34.3	38.5	32.9	158.9	158.6	151.2

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	40-6	44-1	40-2	153-3	151-8	142-6	62.24	66.94	57.33
Metal mining.....	42-2	45-5	42-5	154-6	153-0	145-1	65.24	69.62	61.67
Gold.....	43-3	47-2	43-5	131-9	132-0	128-0	57.11	62.30	55.68
Other metal.....	41-5	44-5	41-9	169-5	167-0	157-8	70.34	74.32	66.12
Fuels.....	38-4	41-5	35-2	155-0	155-0	146-1	59.52	64.33	51.43
Coal.....	37-3	40-6	32-7	152-3	153-1	140-3	56.81	62.16	45.88
Oil and natural gas.....	43-0	45-0	45-9	165-2	161-6	163-5	71.04	72.72	75.05
Non-metal.....	39-1	43-3	42-2	143-6	140-1	124-5	56.15	60.66	52.66
Manufacturing.....	38-5	42-5	38-1	133-9	132-1	127-1	51.55	56.14	48.43
Food and beverages.....	39-6	42-1	39-0	116-2	112-5	109-3	46.02	47.36	42.63
Meat products.....	40-3	41-2	38-2	144-5	141-8	136-9	58.23	58.42	52.30
Canned and preserved fruits and vegetables.....	34-4	37-5	33-5	100-9	94-5	91-8	31.71	35.41	30.75
Grain mill products.....	38-9	43-8	40-9	121-8	122-4	116-9	47.38	53.61	47.81
Bread and other bakery products.....	43-5	44-6	44-0	100-6	98-8	96-7	43.76	44.06	42.55
Distilled and malt liquors.....	39-6	42-0	41-4	140-8	137-8	132-9	55.76	57.88	55.02
Tobacco and tobacco products.....	34-5	40-7	34-0	126-4	126-6	118-4	43.61	51.53	40.26
Rubber products.....	38-5	41-4	35-8	137-9	138-2	132-8	53.09	57.21	47.54
Leather products.....	36-3	41-4	34-8	95-5	94-2	89-4	34.67	39.00	31.11
Boots and shoes (except rubber).....	35-0	40-5	34-5	91-2	90-7	85-4	31.92	36.73	29.46
Textile products (except clothing).....	38-9	43-7	36-7	106-7	106-4	101-5	41.51	46.50	37.25
Cotton yarn and broad woven goods.....	36-8	41-9	34-0	109-8	109-6	100-2	40.41	45.92	34.07
Woolen goods.....	40-9	44-7	37-9	102-5	101-1	97-5	41.92	45.19	36.95
Synthetic textiles and silk.....	42-7	46-4	40-7	108-5	107-5	107-5	46.33	49.88	43.75
Clothing (textile and fur).....	32-7	39-9	31-1	92-3	92-3	90-2	30.18	36.83	28.05
Men's clothing.....	32-6	40-0	31-5	91-3	91-4	88-8	29.76	36.56	27.97
Women's clothing.....	29-2	36-1	26-6	95-8	94-0	93-9	27.97	33.93	24.98
Knit goods.....	35-1	41-9	33-4	92-0	93-4	90-7	32.29	39.13	30.29
*Wood products.....	36-8	43-2	35-6	119-3	119-5	113-6	43.90	51.62	40.44
Saw and planing mills.....	35-6	42-4	34-3	129-4	129-1	123-9	46.07	54.74	42.50
Furniture.....	38-8	44-3	37-2	106-3	106-3	101-4	41.24	47.09	37.72
Other wood products.....	38-4	44-9	38-2	101-9	102-9	95-2	39.13	46.20	36.37
Paper products.....	42-1	45-3	43-4	147-8	145-3	140-8	62.22	65.82	61.11
Pulp and paper mills.....	43-3	46-1	45-2	157-7	155-1	150-0	68.28	71.50	67.80
Other paper products.....	38-5	42-8	38-0	115-3	114-9	108-5	44.39	49.18	41.23
Printing, publishing and allied industries.....	37-9	40-3	38-1	152-2	152-5	139-5	57.68	61.46	53.15
*Iron and steel products.....	38-5	42-5	38-7	149-4	148-8	140-6	57.52	63.24	54.18
Agricultural implements.....	37-1	39-5	34-7	160-0	160-4	155-8	59.36	63.36	54.06
Fabricated and structural steel.....	35-4	43-0	38-8	154-6	156-9	140-6	54.73	67.47	54.55
Hardware and tools.....	40-1	43-3	39-1	132-7	133-8	126-4	53.21	57.94	49.42
Heating and cooking appliances.....	37-5	44-7	36-8	130-5	130-9	122-9	48.94	58.51	45.23
Iron castings.....	36-3	42-6	37-5	145-7	147-3	135-5	52.89	62.75	50.81
Machinery mfg.....	40-6	43-9	40-8	141-5	141-1	131-5	57.45	61.94	53.65
Primary iron and steel.....	39-7	41-0	40-6	166-6	163-9	154-7	66.14	67.20	62.81
Sheet metal products.....	35-8	41-5	35-8	138-7	140-0	131-7	49.65	58.10	47.15
*Transportation equipment.....	38-4	42-7	38-8	153-2	151-9	142-9	58.83	64.86	55.45
Aircraft and parts.....	43-6	46-5	39-9	154-1	156-0	139-7	67.19	72.54	55.74
Motor vehicles.....	31-7	40-3	39-5	163-6	168-0	153-5	51.86	67.70	60.63
Motor vehicle parts and accessories.....	36-7	41-5	34-4	154-2	156-0	147-5	56.59	64.74	50.74
Railroad and rolling stock equipment.....	39-1	41-0	40-0	154-2	143-4	140-8	60.29	58.79	56.32
Shipbuilding and repairing.....	39-5	44-7	38-0	142-8	143-6	135-8	56.41	64.19	51.60
*Non-ferrous metal products.....	40-1	41-7	39-9	150-4	149-6	142-4	60.31	62.38	56.82
Aluminum products.....	39-2	42-8	41-6	138-6	139-5	131-2	54.33	59.71	54.58
Brass and copper products.....	39-6	42-9	39-4	138-6	138-6	129-4	54.89	59.46	50.98
Smelting and refining.....	41-5	40-8	41-3	163-7	164-0	157-2	67.94	66.91	64.92
*Electrical apparatus and supplies.....	39-2	42-1	37-4	140-5	141-0	137-0	55.08	59.36	51.24
Heavy electrical machinery and equipment.....	40-4	41-7	40-4	165-0	167-0	154-9	66.66	69.64	62.58
*Non-metallic mineral products.....	40-6	44-9	40-8	132-7	130-8	125-8	53.88	58.73	51.33
Clay products.....	41-9	44-7	42-0	123-2	121-7	117-1	51.62	54.40	49.18
Glass and glass products.....	42-6	46-7	42-9	128-1	128-8	121-5	54.57	59.22	52.12
Products of petroleum and coal.....	41-8	41-2	41-2	178-8	176-8	164-1	74.74	73.50	67.61
Chemical products.....	40-8	42-1	41-2	135-9	134-6	128-0	55.45	56.67	52.74
Medicinal and pharmaceutical preparations.....	40-2	41-8	40-5	108-5	109-1	100-6	43.62	45.60	40.74
Acids, alkalis and salts.....	40-6	42-1	43-7	161-0	153-9	148-4	65.37	64.79	64.85
Miscellaneous manufacturing industries.....	38-7	42-5	38-2	107-4	106-0	101-7	41.56	45.05	38.85
*Durable goods.....	38-6	42-6	38-3	144-5	143-6	136-4	55.78	61.17	52.24
Non-durable goods.....	38-4	42-2	37-9	121-8	119-3	116-8	46.77	50.34	44.27
Construction.....	35-9	42-5	35-4	136-0	137-4	123-9	48.82	58.40	43.86
Buildings and structures.....	33-4	41-7	32-3	150-5	150-6	136-2	50.27	62.80	43.99
Highways, bridges and streets.....	39-7	42-3	42-4	105-1	105-2	101-0	41.72	44.50	42.82
Electric and motor transportation.....	44-4	45-7	44-9	133-4	131-4	123-4	59.23	60.05	55.41
Service.....	41-4	42-3	41-4	76-3	76-5	71-8	31.59	32.36	29.73
Hotels and restaurants.....	42-7	43-1	43-6	76-0	76-2	71-1	32.45	32.84	31.00
Laundries and dry cleaning plants.....	39-0	41-3	37-0	73-2	73-7	69-6	28.55	30.44	25.75

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1945.....	44.3	cts. 69.4	\$ 30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
January 1, 1952.....	41.7*	127.1	53.01*	127.1	118.2	107.5
February 1, 1952.....	41.6	127.1	52.87	126.8	117.6	107.8
March 1, 1952.....	41.7	127.8	53.29	127.8	116.9	109.3
April 1, 1952.....	42.1	129.0	54.31	130.2	116.8	111.5
May 1, 1952.....	41.7	129.4	53.96	129.4	115.9	111.6
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953 (1).....	42.3*	133.9	56.64*	135.8	115.7	117.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100)

* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38.1 hours, \$48.43, January 1, 1953, 38.5 hours, \$51.55.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-7 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data

on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

Claimants for unemployment insurance benefits who are subject to a temporary mass lay-off are not registered for employment, and thus are not included in the statistics reported on form UIC 751 nor in the main figures in form UIC 757. A temporary mass lay-off is defined as a lay-off either for a determinate or indeterminate period which affects 50 or more workers and where the workers affected, so far as is known, will be returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register are registered for employment on their next visit to the office and henceforth are counted in both statistical reporting forms. Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting forms unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: FORM U.I.C. 757)

Month		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
March	1, 1947.....	36,801	34,995	71,796	156,820	37,994	194,814
March	1, 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
March	1, 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
March	1, 1950.....	9,614	11,429	21,043	300,352	75,646	375,998
March	1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
March	1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April	1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
May	1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
June	1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July	1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
August	1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September	1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
October	1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November	1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December	1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January	1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February	1, 1953 (1).....	12,235	13,264	25,499	317,723	73,213	390,936
March	1, 1953 (1).....	13,604	13,799	27,403	331,618	72,065	403,683

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JANUARY 31, 1953 ⁽¹⁾**

(Source: Form U.I.C. 751)

Industry ⁽²⁾	Male	Female	Total	Change from	
				December 31, 1952	January 31, 1952
Agriculture, Fishing, Trapping	314	78	392	+ 56	— 148
Forestry	1,182	3	1,185	— 1,029	— 2,868
Mining, Quarrying and Oil Wells	577	39	616	+ 226	— 79
Metal Mining.....	311	7	318		
Fuels.....	208	17	225		
Non-Metal Mining.....	19		19		
Quarrying, Clay and Sand Pits.....	2		2		
Prospecting.....	37	15	52		
Manufacturing	4,629	4,115	8,744	+ 1,913	+ 2,912
Foods and Beverages.....	245	172	417		
Tobacco and Tobacco Products.....	9	5	14		
Rubber Products.....	36	21	57		
Leather Products.....	131	257	388		
Textile Products (except clothing).....	119	258	377		
Clothing (textile and fur).....	295	2,502	2,797		
Wood Products.....	316	53	369		
Paper Products.....	87	47	134		
Printing, Publishing and Allied Industries.....	94	90	183		
Iron and Steel Products.....	840	142	983		
Transportation Equipment.....	1,567	137	1,704		
Non-Ferrous Metal Products.....	101	43	144		
Electrical Apparatus and Supplies.....	348	125	473		
Non-Metallic Mineral Products.....	100	44	144		
Products of Petroleum and Coal.....	23	10	33		
Chemical Products.....	238	76	314		
Miscellaneous Manufacturing Industries.....	80	123	203		
Construction	1,038	69	1,107	+ 248	— 607
General Contractors.....	619	46	665		
Special Trade Contractors.....	419	23	442		
Transportation, Storage and Communication	662	255	917		
Transportation.....	582	63	645		
Storage.....	20	12	32		(See Footnote ⁽²⁾)
Communication.....	60	180	240		
Public Utility Operation	201	23	224		
Trade	1,835	1,726	3,561	+ 863	+ 1,047
Wholesale.....	577	556	1,133		
Retail.....	1,258	1,170	2,428		
Finance, Insurance and Real Estate	674	851	1,525	+ 167	+ 210
Service	1,632	5,921	7,553	— 1,131	+ 1,468
Community or Public Service.....	177	946	1,123		
Government Service.....	689	629	1,318		
Recreation Service.....	87	77	164		
Business Service.....	348	457	805		
Personal Service.....	331	3,812	4,143		
Grand Total	12,744	13,080	25,824	+ 1,525	+ 2,127

Current vacancies only. Deferred vacancies are excluded.

(1)—Preliminary—subject to revision.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in the totals of these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JANUARY 29, 1953 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,470	519	1,989	3,713	964	4,677
Clerical workers.....	1,286	3,731	5,017	9,122	15,512	24,634
Sales workers.....	1,285	788	2,073	4,477	9,783	14,260
Personal and domestic service workers.....	441	4,166	4,607	22,457	14,162	36,619
Seamen.....	4	.....	4	6,514	94	6,608
Agriculture and fishing.....	278	13	291	3,027	1,235	4,262
Skilled and semiskilled workers.....	5,975	2,965	8,940	133,958	15,306	149,264
Food and kindred products (inc. tobacco).....	45	22	67	2,175	1,105	3,280
Textiles, clothing, etc.....	245	2,435	2,680	2,893	8,852	11,745
Lumber and wood products.....	1,083	2	1,085	17,256	112	17,368
Pulp, paper (inc. printing).....	36	16	52	990	554	1,544
Leather and leather products.....	70	208	278	1,067	491	1,558
Stone, clay and glass products.....	18	.....	18	568	52	620
Metalworking.....	1,478	20	1,498	8,797	556	9,353
Electrical.....	248	11	259	1,106	353	1,459
Transportation equipment.....	178	.....	178	463	65	528
Mining.....	159	.....	159	1,790	1	1,791
Construction.....	605	.....	605	48,941	6	48,947
Transportation (except seamen).....	507	13	520	21,224	57	21,281
Communications and public utility.....	31	.....	31	762	13	775
Trade and service.....	118	153	271	2,361	1,377	3,738
Other skilled and semiskilled.....	979	66	1,045	15,484	1,362	16,846
Foremen.....	57	9	66	3,843	242	4,085
Apprentices.....	118	10	128	4,238	108	4,346
Unskilled workers.....	1,496	1,082	2,578	134,455	16,157	150,612
Food and tobacco.....	26	82	108	4,376	5,029	9,405
Lumber and lumber products.....	159	13	172	9,129	293	9,422
Metalworking.....	59	11	70	4,654	455	5,109
Construction.....	203	.....	203	33,609	1	33,610
Other unskilled workers.....	1,049	976	2,025	82,687	10,379	93,066
Grand Total.....	12,235	13,264	25,499	317,723	73,213	390,936

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1953; LIVE APPLICATIONS AT FEBRUARY 26, 1953

	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)					Source: U.I.C. 757
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Regis- tered During Period	Referred to Vacancies	Placements			Unplaced End of Period
								Regular	Casual	Transfers Out
Newfoundland										
Corner Brook.....	790	224	130	4	7,470	6,749	178	130	13	1
Grand Falls.....	737	45	64	4	790	1,030	34	18	2	
St. John's.....	40	179	66	.....	453	5,257	144	112	11	1
Prince Edward Island										
Charlottetown.....	126	297	117	1	2,009	1,563	347	175	60	16
Summerside.....	105	212	85	1	1,313	918	238	139	32	11
Summerside.....	21	85	32	.....	786	615	109	36	28	6
Nova Scotia										
Annapolis.....	952	2,801	1,113	6	14,926	12,022	3,455	1,672	569	27
Bridgewater.....	24	232	24	1	723	462	240	190	21	6
Halifax.....	734	38	818	2	972	418	65	13	6	1
Inverness.....	1	1,502	.....	.....	4,032	4,032	1,684	764	405	4
Kentville.....	51	176	55	.....	447	357	17	13	.....	.....
Leopold.....	19	16	12	1	1,562	894	106	47	4	10
New Glasgow.....	53	270	45	2	1,319	181	15	5	.....	1
Springhill.....	3	43	10	2	1,797	1,577	340	248	11	2
Sydney.....	36	465	112	.....	507	309	34	32	.....	.....
Yarmouth.....	28	109	33	.....	2,980	2,303	474	290	67	.....
Yarmouth—Shelburne.....	5	52	8	.....	796	563	124	52	23	2
					1,550	896	56	18	32	1
New Brunswick										
Bathurst.....	767	2,655	647	70	17,309	12,084	3,006	2,064	241	27
Beauséjour.....	17	25	10	.....	2,055	1,536	20	11	6	.....
Campanellon.....	38	89	29	1	1,355	1,065	84	21	21	1
Fredericton.....	18	109	5	.....	990	846	141	97	6	16
Moncton.....	60	573	61	.....	1,251	892	624	523	14	2
Shedden.....	25	93	28	.....	444	253	155	90	.....	.....
St. John.....	260	656	200	60	4,773	3,217	726	400	105	4
St. John.....	.....	85	.....	.....	1,441	811	108	63	9	4
St. John.....	325	862	277	7	2,688	2,064	1,003	750	40	.....
St. John.....	4	62	5	.....	1,450	888	60	57	1	.....
St. John.....	5	89	16	.....	327	158	80	50	.....	.....
Woodstock.....	15	12	16	.....	535	354	5	2	.....	702
Quebec										
Beauséjour.....	7,535	24,029	8,974	566	108,201	71,221	23,831	13,950	2,147	582
Bouchardville.....	50	68	30	.....	409	295	80	66	2	.....
Buckingham.....	15	71	17	3	703	322	78	53	1	.....
Causapital.....	48	47	21	.....	876	423	55	31	5	.....
Causapital.....	9	20	6	.....	787	729	21	19	.....	1

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1953; LIVE APPLICATIONS AT FEBRUARY 26, 1953

	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Source: U.I.C.	
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements			Unplaced End of Period	(2) Live Applications at Feb. 26, 1953
								Regular	Casual	Transfers Out		
Chandler.....	.....	22	.....	1	1,282	780	109	11	.....	.....	1,889	1,956
Chicoutimi.....	180	380	164	111	1,035	919	333	163	12	13	1,238	1,562
Delbeau.....	3	116	36	.....	684	571	96	68	2	.....	968	1,391
Drummondville.....	39	152	32	.....	2,022	995	181	105	1	5	2,460	2,460
Farham.....	7	42	42	.....	562	376	31	.....	2	.....	731	1,505
Gaspé.....	.....	50	36	.....	833	678	60	8	.....	.....	1,285	1,401
Granby.....	77	274	52	.....	1,727	983	288	179	46	1	1,462	2,811
Hull.....	99	211	79	.....	2,139	1,435	183	110	14	16	2,701	2,811
Joliette.....	125	263	78	4	2,016	739	340	222	3	36	2,425	2,771
Lafayette.....	53	324	44	1	1,892	1,171	562	248	26	99	1,888	1,871
L'Angeles.....	7	68	8	.....	1,682	239	64	52	4	.....	765	2,700
La Malbaie.....	7	37	10	.....	1,436	811	38	25	3	.....	2,033	2,910
La Tuque.....	333	602	181	291	1,659	512	259	160	2	3	719	711
L'Assommoir.....	115	424	206	.....	2,230	1,243	333	179	16	6	2,691	2,691
Maniwaki.....	2	19	1	.....	876	166	6	2	3	.....	346	705
Matane.....	22	136	15	.....	767	963	81	58	.....	1	1,592	2,455
Megantic.....	24	176	232	.....	884	584	168	155	.....	1	836	964
Mont-Laurier.....	10	32	14	.....	384	252	33	10	.....	1	477	724
Montmagny.....	1	383	9	.....	1,355	535	415	376	5	.....	1,152	1,304
Montréal.....	3,989	12,580	5,233	16	35,131	26,719	11,505	6,786	1,295	206	42,383	38,290
New Richmond.....	201	83	27	.....	993	290	52	32	5	.....	1,318	1,440
Quebec.....	406	1,511	622	11	11,280	6,548	1,995	676	275	39	13,395	13,303
Rimouski.....	87	311	81	.....	1,801	1,703	367	300	.....	.....	2,891	3,755
Rivière du Loup.....	19	276	33	.....	2,170	1,281	221	196	.....	.....	3,047	4,111
Port Alfred.....	5	68	4	.....	409	353	31	16	.....	.....	557	811
Quebec.....	53	21	54	.....	1,266	1,029	288	160	21	28	1,632	1,762
Rouville.....	74	210	54	.....	1,562	957	95	78	2	.....	1,024	1,024
Saguenay.....	44	96	14	24	912	424	38	32	.....	.....	975	1,032
St. Anne de Bellevue.....	14	41	14	.....	912	619	236	138	1	.....	1,188	1,207
St. Charles.....	95	213	88	.....	1,455	1,280	976	596	9	2	1,742	1,896
St. Georges Est.....	207	914	414	3	2,577	715	334	219	26	8	1,873	1,896
St. Hyacinthe.....	87	273	103	.....	2,077	827	203	118	1	.....	1,364	1,352
St. Jean.....	77	178	86	12	2,061	820	166	93	41	5	1,384	1,403
St. Jerome.....	22	175	15	.....	1,611	1,218	71	66	2	.....	2,257	2,664
St. Joseph d'Alma.....	21	72	9	.....	1,511	878	148	142	.....	.....	820	911
St. Joseph de Bellefleur.....	43	174	14	40	2,728	1,578	377	184	134	18	3,332	4,130
Sept Îles.....	39	351	29	.....	3,149	2,557	847	451	130	6	3,960	4,045
Shawinigan Falls.....	106	190	24	5	1,658	701	366	294	12	.....	1,761	1,889
Sherbrooke.....	381	391	320	34	5,087	1,880	288	232	1	.....	1,250	1,280
Sorel.....	77	266	88	.....	5,087	1,880	565	232	60	.....	5,883	6,774
Three Rivers.....	76	321	96	.....	1,660	768	178	136	27	4	1,427	1,519
Val d'Or.....	63	239	74	.....	1,321	768	190	126	1	.....	1,626	1,634
Valleyfield.....	39	173	41	.....	1,199	683	287	191	10	4	1,481	1,481
Victoriaville.....	84	335	138	1	1,199	683	287	191	1	.....	1,481	1,481

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1953; LIVE APPLICATIONS AT FEBRUARY 26, 1953

	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Unplaced End of Period	(2) Live Appli- cations at Feb. 26, 1953
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Regis- tered During Period	Referred to Vacancies	Placements				
								Regular	Casual	Transfers Out		
Ontario—Concluded.												
Sturgeon Falls.....	38	121	41	1	913	302	123	90	23	.....	803	876
Sudbury.....	85	545	97	.....	2,014	2,185	627	296	94	16	3,000	2,973
Timmins.....	30	490	57	11	1,121	1,000	558	313	98	15	1,305	1,521
Toronto.....	3,076	8,650	3,670	10	16,251	20,806	8,207	4,341	851	127	22,746	21,382
Trenton.....	69	107	52	4	716	782	131	79	7	.....	915	563
Warkenton.....	12	60	20	.....	354	278	83	39	1	.....	474	563
Wallaceburg.....	7	124	6	.....	601	124	143	112	7	3	665	619
Welland.....	31	250	.....	8	1,219	1,443	353	184	44	8	1,477	1,401
Weston.....	312	451	368	49	4,430	6,332	302	215	.....	15	6,222	586
Windsor.....	127	1,270	224	.....	4,096	3,860	1,486	799	130	2	5,529	4,927
Woodstock.....	33	155	57	.....	330	326	186	100	2	.....	350	319
Manitoba												
Brandon.....	1,855	5,172	2,003	20	17,245	15,171	5,900	1,921	1,666	32	21,612	19,725
Brandon.....	199	368	215	3	1,133	1,070	289	180	38	1	1,574	1,537
Dauphin.....	5	43	11	.....	674	447	40	27	9	.....	886	896
Flin Flon.....	45	97	53	2	128	204	75	38	13	1	177	144
Portage la Prairie.....	24	108	42	1	656	611	97	42	17	.....	985	971
The Pas.....	11	49	21	12	95	84	30	14	.....	.....	122	98
Winnipeg.....	1,571	4,517	1,651	2	14,559	12,755	5,369	1,620	1,589	30	17,872	15,980
Saskatchewan												
Estevan.....	1,172	2,469	962	11	8,755	9,314	3,129	1,238	481	12	12,293	11,932
Estevan.....	16	81	21	.....	220	171	103	69	32	2	256	263
Moose Jaw.....	95	236	94	2	977	1,026	266	157	32	.....	1,327	1,322
North Battleford.....	68	81	65	.....	590	835	82	50	8	.....	817	892
Prince Albert.....	30	144	26	3	1,114	801	168	100	27	.....	1,409	1,450
Regina.....	271	1,018	292	2	2,068	2,340	1,006	481	239	4	2,911	2,639
Saskatoon.....	161	616	208	.....	2,081	3,170	1,235	246	148	6	3,049	2,843
Swift Current.....	69	60	64	.....	470	405	58	34	4	.....	735	708
Teachers' Office (Prov. of Saskatchewan).....	392	16	83	.....	6	6	6	5	.....	.....	1	3
Weyburn.....	36	78	36	4	229	242	80	46	16	.....	330	309
Yorkton.....	34	139	73	.....	1,000	768	125	50	15	.....	1,458	1,503
Alberta												
Bainmore.....	1,933	6,597	2,847	159	11,750	16,690	6,750	3,037	851	215	18,550	16,918
Bainmore.....	67	17	50	6	291	277	18	18	.....	.....	429	427
Calgary.....	601	2,109	674	2	3,552	5,394	2,267	1,061	437	28	5,397	5,087
Drumheller.....	13	58	10	11	194	191	51	44	.....	.....	301	461
Edmonton.....	849	3,499	1,702	32	5,009	8,328	3,633	1,443	388	171	8,763	7,166
Edson.....	107	133	123	51	150	292	123	223	.....	.....	157	170
Lethbridge.....	178	301	176	.....	1,675	1,193	195	125	18	16	2,368	2,260
Medicine Hat.....	30	131	40	2	519	455	188	75	3	.....	671	738
Red Deer.....	42	123	31	40	322	403	74	49	5	.....	492	546
Yellowknife.....	46	41	41	16	38	51	2	2	.....	.....	69	63

British Columbia.

Chilliwack.....	1,252	6,448	1,405	69	50,763	34,890	7,713	4,305	741	33	61,834	55,192
Courtenay.....	32	109	19	.....	1,865	991	145	80	15	1	2,368	1,969
Granbrook.....	12	138	31	2	1,414	774	137	123	5	1	1,758	1,299
Dawson Creek.....	15	147	11	.....	549	403	56	39	.....	.....	1,760	1,760
Duncan.....	15	189	10	.....	156	243	138	134	.....	.....	236	244
Kamloops.....	15	172	15	.....	937	1,002	215	167	.....	1	1,327	807
Kelowna.....	23	172	15	.....	543	671	167	150	.....	.....	1,910	913
Mission City.....	3	263	49	1	1,262	627	267	118	86	1	1,442	1,361
Nelson.....	4	233	2	.....	1,151	838	47	33	.....	3	1,692	1,325
Nelson.....	9	205	17	1	1,711	1,241	220	186	8	2	2,416	1,883
New Westminster.....	23	340	28	1	1,429	602	392	279	6	.....	1,730	1,655
Penticton.....	29	368	28	.....	5,938	3,642	55	30	5	2	6,995	6,560
Port Alberni.....	.....	63	5	.....	1,348	501	55	30	.....	.....	1,574	1,226
Prince George.....	1	625	84	.....	635	509	52	45	1	.....	611	506
Prince Rupert.....	14	164	11	9	1,132	698	658	603	4	4	885	1,029
Princeton.....	.....	21	9	4	1,250	161	13	125	.....	.....	1,550	1,297
Trail.....	24	241	24	.....	731	656	246	197	1	.....	1,391	381
Vancouver.....	699	2,699	776	18	21,487	16,555	3,729	1,355	8	.....	949	899
Vernon.....	16	95	15	.....	1,225	814	103	62	44	14	28,711	25,599
Victoria.....	211	650	209	2	2,851	2,410	765	403	22	.....	1,709	1,715
Whitehorse.....	24	126	31	31	211	234	86	77	86	4	3,408	3,184
Canada.....	21,529	79,103	26,896	1,250	323,398	260,951	84,900	46,290	9,838	1,417	405,664	403,853
Males.....	12,300	45,094	13,718	1,134	260,822	191,730	48,677	29,180	4,182	1,267	329,507	331,618
Females.....	12,229	34,009	13,178	86	62,576	69,221	36,223	17,110	5,656	150	76,157	72,065

(1) Includes current and deferred vacancies.

(2) Latest figures subject to revision.

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

(1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 January.....	194,730	66,221	260,951	34,629	22,916	57,545

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of January, 1953		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	3,467	3,723	121,501	406,001
Prince Edward Island.....	1,587	1,179	39,090	114,020
Nova Scotia.....	10,730	7,418	266,659	815,460
New Brunswick.....	10,988	7,728	274,047	850,230
Quebec.....	73,997	52,161	1,936,095	5,931,137
Ontario.....	62,795	42,691	1,477,346	4,567,493
Manitoba.....	12,750	9,165	284,349	856,691
Saskatchewan.....	8,021	5,028	158,784	493,965
Alberta.....	10,383	7,902	225,662	721,552
British Columbia.....	36,604	26,278	845,348	2,755,754
Total, Canada, January, 1953.....	231,331	163,273	5,628,881	17,502,303
Total, Canada, December, 1952.....	164,159	120,101	3,586,600	10,926,557
Total, Canada, January, 1952.....	216,882	151,294	5,036,971	13,433,917

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF JANUARY 31, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
January 31, 1953							
Newfoundland.....	11,653	3,841	1,010	2,189	3,003	991	619
Male.....	11,277	3,744	976	2,111	2,905	962	579
Female.....	376	97	34	78	98	29	40
Prince Edward Island.....	2,768	421	246	709	887	301	204
Male.....	2,415	362	207	632	795	271	148
Female.....	353	59	39	77	92	30	56
Nova Scotia.....	19,217	4,530	2,121	3,655	4,707	2,046	2,158
Male.....	17,017	4,075	1,876	3,222	4,329	1,795	1,720
Female.....	2,200	455	245	433	378	251	438
New Brunswick.....	20,557	3,484	2,233	4,011	5,551	3,140	2,138
Male.....	17,578	2,989	1,858	3,421	4,914	2,745	1,651
Female.....	2,979	495	375	590	637	395	487
Quebec.....	123,703	25,441	15,020	22,270	32,660	14,705	13,607
Male.....	102,759	21,396	12,669	18,979	28,409	12,168	9,138
Female.....	20,944	4,045	2,351	3,291	4,251	2,537	4,469
Ontario.....	94,596	22,252	11,910	18,052	21,279	9,186	11,917
Male.....	74,922	17,434	9,302	14,744	17,795	7,306	8,341
Female.....	19,674	4,818	2,608	3,308	3,484	1,880	3,576
Manitoba.....	18,727	3,481	1,779	3,626	5,063	2,333	2,445
Male.....	14,474	2,454	1,342	2,705	4,294	1,968	1,711
Female.....	4,253	1,027	437	921	769	365	734
Saskatchewan.....	10,885	1,913	1,092	2,273	3,564	1,366	677
Male.....	9,350	1,548	925	1,882	3,284	1,242	469
Female.....	1,535	365	167	391	280	124	208
Alberta.....	18,849	6,755	2,297	3,407	3,782	1,434	1,174
Male.....	16,651	6,095	2,028	2,984	3,451	1,234	859
Female.....	2,198	660	269	423	331	200	315
British Columbia.....	55,383	10,854	6,056	10,313	15,352	6,735	6,073
Male.....	46,313	9,277	5,079	8,375	13,566	5,430	4,586
Female.....	9,070	1,577	977	1,938	1,786	1,305	1,487
TOTAL.....	376,338	82,972	43,764	70,505	95,848	42,237	41,012
MALE.....	312,756	69,374	36,262	59,055	83,742	35,121	29,202
FEMALE.....	63,582	13,598	7,502	11,450	12,106	7,116	11,810

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
JANUARY, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,794	6,768	1,026	5,655	3,625	2,030	4,034
Prince Edward Island.....	1,666	1,410	256	1,739	1,177	562	373
Nova Scotia.....	11,766	8,570	3,196	11,205	7,866	3,339	3,876
New Brunswick.....	11,756	9,289	2,467	12,211	8,220	3,991	3,748
Quebec.....	67,792	51,771	16,021	73,337	52,470	20,867	21,362
Ontario.....	60,927	45,535	15,392	65,465	46,786	18,679	11,018
Manitoba.....	10,877	8,548	2,329	11,528	8,029	3,499	1,526
Saskatchewan.....	6,552	5,519	1,033	7,166	4,380	2,786	1,051
Alberta.....	11,486	8,369	3,117	11,367	8,021	3,346	2,884
British Columbia.....	32,639	23,393	9,246	35,219	24,914	10,305	6,234
Total Canada, January, 1953.....	223,255*	169,172	54,083	234,892†	165,488	69,404	56,106
Total Canada, December, 1952.....	215,848	146,897	68,951	183,435	142,793	40,642	67,743
Total Canada, January, 1953.....	212,293	162,834	49,459	226,771	165,759	61,012	48,201

* In addition, revised claims received numbered 24,312. † In addition, 23,098 revised claims were disposed of. Of these, 1,864 were special requests not granted, and 1,225 were appeals by claimants. There were 3,432 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED
AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of January 1953	Month of December, 1952	Month of January, 1952
Claims Disallowed—			
Regular.....	53,331	26,050	45,842
Supplementary.....	15,978	7,710	13,857
Claimants Disqualified—*			
Not unemployed.....			5,746
Disqualification—total.....	9,766	7,017	
6 days or less.....	5,181	3,879	
7 days or more.....	4,585	3,138	
Not capable of and not available for work.....	1,949	1,515	1,410
Loss of work due to a labour dispute.....	250	497	2,929
Refused offer of work and neglected opportunity to work.....	953	846	841
Discharged for misconduct.....	809	862	853
Voluntarily left employment without just cause.....	5,870	6,088	5,200
Failure to fulfil additional conditions imposed upon certain married women...	1,074	842	1,165
Other reasons †.....	2,635	1,752	1,739
Total.....	92,615	53,179	79,582

* Claimants disqualified January, 1953, include 5,483 on revised and 1,750 on supplementary benefit claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of	Total	Employed	Claimants*
1951—December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100†
February.....	3,195,000	2,876,500	318,500†
March.....	3,191,000	2,874,600	316,400†
April.....	3,195,000	2,874,700	320,300†
May.....	3,086,000	2,867,900	218,100
June.....	3,089,000	2,965,300	123,500
July.....	3,088,000	2,985,300	122,700
August.....	3,147,000	3,034,400	112,600
September.....	3,169,000	3,067,000	102,000
October.....	3,186,000	3,083,400	92,600
November.....	3,205,000	3,083,500	111,500
December.....	3,268,000	3,106,100	161,900

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO FEBRUARY 28, 1953

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				Interest on Investments and Profit on Sale of Securities	Total Revenue	DISBURSEMENTS			Balance in Fund	
	CONTRIBUTIONS (Gross less refunds)		Fines	Ordinary			Supplementary	Total			
	Employer and Employee	Government									
1942.....	\$ 36,435,609 05	7,287,121 81	\$	\$	269,268 74	43,991,999 60	\$	\$	27,752 92	\$ 43,964,246 68	
1943.....	57,434,651 43	11,487,087 90	.....	.....	1,840,448 56	70,762,795 00	716,012 75	.....	.....	171,012 75	114,321,029 16
1944.....	12,344,421 74	1,823 67	1,638 11	1,638 11	3,972,047 14	78,038,577 55	1,721,666 29	.....	.....	1,721,666 29	109,321,029 16
1945.....	62,746,785 00	12,746,179 30	1,638 11	1,638 11	6,116,926 42	82,673,002 18	4,996,483 51	.....	.....	4,996,483 51	268,341,450 83
1946.....	62,566,589 06	12,513,778 06	2,303 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	.....	31,993,240 34	275,870,693 64
1947.....	76,015,030 91	15,203,457 58	3,820 43	3,820 43	7,526,985 56	99,809,333 89	43,114,329 18	.....	.....	43,114,329 18	327,540,629 64
1948.....	83,870,834 47	16,306,400 70	5,322 60	5,322 60	9,560,776 12	109,809,333 89	34,947,020 32	.....	.....	34,947,020 32	341,733,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	.....	49,826,752 16	526,533,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	17,731 42	14,391,257 71	158,057,737 27	85,006,136 24	818,065 89	818,065 89	85,824,202 13	526,533,437 38
1951.....	128,744,248 84	27,536,193 16	31,656 50	31,656 50	15,330,847 06	171,645,945 56	83,082,101 75	6,930,439 54	6,930,439 54	90,012,541 29	691,880,572 52
1952.....	153,887,858 49	30,815,284 37	33,344 00	33,344 00	19,046,369 98	203,782,999 81	85,559,677 08	4,601,338 52	4,601,338 52	90,161,016 20	778,199,351 43
April.....	12,671,440 30	2,535,285 65	3,119 00	3,119 00	1,700,039 07	16,909,881 02	13,699,136 68	768,835 65	768,835 65	14,467,972 33	780,640,554 60
May.....	12,791,404 23	2,556,997 47	4,503 00	4,503 00	1,777,710 90	17,130,515 60	10,337,140 82	14,080 30	14,080 30	10,351,221 12	787,420,560 12
June.....	12,738,270 63	2,547,973 94	3,440 82	3,440 82	1,743,029 12	17,032,724 51	6,730,629 89	1,231 85	1,231 85	6,731,861 74	797,731,417 87
July.....	12,102,340 86	2,420,736 67	3,824 03	3,824 03	1,836,569 53	16,363,471 09	6,288,618 31	cr.	cr.	6,287,899 01	807,807,079 45
August.....	12,637,422 39	2,527,356 65	2,826 18	2,826 18	1,806,614 05	17,031,219 27	6,292,755 55	385 30	385 30	6,293,140 85	818,608,928 67
Sept.....	12,688,942 12	2,536,678 64	2,281 80	2,281 80	1,839,165 36	17,067,068 92	5,703,681 21	114 70	114 70	5,703,896 51	829,972,431 08
Oct.....	13,642,632 91	2,729,488 83	5,830 70	5,830 70	1,921,490 05	18,299,443 49	5,700,994 92	16 10	16 10	5,701,001 02	842,570,878 55
Nov.....	13,980,593 54	2,796,355 55	2,947 50	2,947 50	1,945,303 58	18,725,143 19	6,428,185 50	cr.	1,041 60	6,427,113 90	854,868,872 82
Dec.....	13,522,009 15	2,703,029 66	2,053 70	2,053 70	2,038,098 99	18,265,191 34	10,918,612 07	cr.	cr.	10,917,818 97	862,216,247 35
Jan.....	12,435,781 44	2,492,788 10	1,298 36	1,298 36	2,045,202 17	16,405,044 07	17,496,031 37	932,318 74	932,318 74	18,337,359 11	860,780,937 81
Feb.....	*13,435,589 58	2,687,719 99	1,722 00	1,722 00	1,813,130 97	17,968,162 54	18,499,488 87	2,699,371 94	2,699,371 94	20,589,830 83	858,159,369 02
Sub-Total.....	142,664,367 15	28,531,311 15	33,817 09	33,817 09	20,556,367 79	191,788,863 15	108,025,295 19	3,903,650 40	3,903,650 40	111,828,945 59	858,159,269 02
TOTAL.....	1,070,082,806 36	215,852,552 28	143,357 58	143,357 58	117,223,515 48	1,403,302,231 70	528,986,108 38	16,156,491 35	16,156,491 35	545,142,962 68	858,159,269 02

*Stamps \$6,450,476.72 Meter \$1,705,627.00 Bulk \$5,140,509.49 Arm. Ser. \$95,907.53 Sp. Force \$15,708.96 Reg. Force \$29,359.88 Total \$13,435,589.58.

†Government refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date \$1,828,863.85 Government contribution amended—April—1952.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	1,390	643	747	512	5,949	13,356
Prince Edward Island.....	503	363	140	305	3,864	7,497
Nova Scotia.....	2,828	1,991	837	1,777	22,676	46,431
New Brunswick.....	3,516	2,252	1,264	1,779	22,117	44,238
Quebec.....	16,331	11,127	5,204	9,475	131,068	267,862
Ontario.....	14,546	10,108	4,438	10,037	132,222	285,334
Manitoba.....	2,790	1,746	1,044	2,317	30,859	66,960
Saskatchewan.....	1,825	1,029	796	1,048	12,700	27,500
Alberta.....	2,218	1,265	953	1,411	17,543	39,590
British Columbia.....	7,225	4,928	2,297	4,765	59,177	133,575
Total, January, 1953.....	53,172*	35,452	17,720	33,426†	438,175	932,343
Total, January, 1952.....	45,270*	29,671	14,917	23,002	268,983	543,507

* There were, in addition, 399 renewal claims in January, 1953, and 372 in January, 1952.

† Includes 76 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and *Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	181.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	238.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO FEBRUARY 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949— January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.0	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950— January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951— January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	151.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.0
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952— January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953— January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES
OF CANADA AT THE BEGINNING OF FEBRUARY 1953**

(Aug. 1939 = 100.0)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings Services	Miscel- laneous
	Feb. 1, 1952	Jan. 2, 1953	Feb. 2, 1953						
St. John's, Nfld.(1)	103.7	102.4	102.3	100.8	106.8	106.8	102.2	101.6	100.7
Halifax.....	178.2	173.5	173.9	218.4	128.2	154.5	220.0	187.2	140.1
Saint John.....	187.5	180.7	180.8	220.0	128.2	151.5	226.7	189.7	152.1
Montreal.....	197.1	189.7	190.5	244.1	152.3	147.8	193.6	202.0	144.2
Toronto.....	186.0	181.3	181.5	215.4	159.2	175.5	205.0	189.6	147.6
Winnipeg.....	183.4	176.5	177.2	228.1	136.7	134.0	201.2	197.9	141.0
Saskatoon.....	187.1	181.8	182.1	234.3	133.6	160.4	215.9	202.9	134.3
Edmonton.....	183.2	175.6	175.7	230.0	127.6	121.3	213.9	189.1	141.4
Vancouver.....	192.5	188.2	187.5	234.6	137.2	176.9	216.5	195.1	152.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Feb. 1950	Feb. 1951	Feb. 1952	Jan. 1953	Feb. 1953	Price Feb. 1953
Beef, sirloin steak.....	lb.	120.7	154.8	255.9	331.8	376.7	301.1	305.1	84.4
Beef, round steak.....	lb.	125.7	167.9	285.2	369.4	420.5	334.0	339.1	79.6
Beef, blade.....	lb.	132.7	162.3	306.7	414.1	480.8	360.8	364.6	58.1
Beef, stewing, boneless.....	lb.	136.7	168.3	345.4	471.2	559.1	420.7	424.4	57.4
Lamb, leg roast.....	lb.	109.9	152.8	258.8	299.7	339.6	277.8	285.5	81.7
Pork, fresh loin, centre cut.....	lb.	125.3	143.8	224.4	250.5	232.4	238.9	253.5	67.9
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	233.5	285.8	274.3	262.2	267.5	50.3
Bacon, side, fancy, rind-off.....	$\frac{1}{2}$ lb.	132.3	142.5	222.5	215.5	209.4	181.0	184.3	33.8
Lard, pure.....	lb.	151.3	159.6	192.8	267.5	218.1	158.2	159.1	17.3
Shortening, vegetable.....	lb.	134.7	137.5	212.5	250.7	239.0	204.2	202.1	28.8
Eggs, Grade "A", Large, carton.....	doz.	156.4	181.3	150.4	179.8	169.2	184.6	179.8	56.2
Milk.....	qt.	111.0	95.4	166.1	175.2	190.8	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	239.9	237.0	268.6	248.7	249.5	68.1
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	226.0	237.9	262.5	262.5	262.5	31.8
Bread, plain, white, wrapped, sliced.....	lb.	106.5	106.3	165.1	150.8	191.8	191.8	191.8	12.5
Flour, all-purpose.....	lb.	127.3	124.2	221.2	224.2	230.2	224.3	224.3	7.6
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	163.0	172.8	192.1	195.4	195.4	18.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	180.2	200.9	255.5	260.7	259.8	27.4
Peas, 20 oz.....	tin	117.5	121.7	146.6	150.1	167.3	172.8	173.6	21.8
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	175.0	175.7	191.1	188.2	186.4	29.1
Onions, cooking.....	lb.	108.2	126.5	175.4	120.9	209.6	184.0	189.8	9.8
Potatoes, No. 1, table.....	10 lbs	89.9	149.4	153.2	128.9	279.6	241.0	233.5	53.2
Prunes, pkg.....	lb.	115.8	120.2	198.2	237.2	247.7	233.8	234.7	27.6
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	129.2	146.7	175.2	166.5	166.5	24.8
Oranges, California.....	doz.	132.5	154.3	159.7	154.3	148.9	138.0	131.4	36.0
Jam, Strawberry, 16 oz.....	jar	111.3	115.1	145.5	163.8	167.7	155.9	155.3	26.1
Peaches, 15 oz.....	tin	101.5	106.1	140.6	148.8	155.3	149.3	148.6	22.0
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	161.8	191.7	202.7	174.2	172.6	10.8
Coffee, medium quality, in bag.....	lb.	141.6	131.7	256.4	302.8	314.7	308.6	308.3	105.3
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	177.2	182.3	186.5	185.8	178.2	52.0

* Descriptions and Units of Sale Apply to February 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per \$ lb. p.g.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade re- moved) per lb.	Stewing, bone- less, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock- off, per lb.		
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103.8	.....	a 68.8	a 52.0	63.0	78.7	72.4	e 33.8	58.2
P.E.I.—			a	a					
2—Charlottetown.....	85.0	77.8	a 60.8	a 54.6	49.8	73.2	58.2	30.6	44.8
Nova Scotia—			a				c		
3—Halifax.....	94.2	83.5	a 57.8	57.6	56.2	75.1	52.4	36.2	54.3
4—Sydney.....	84.7	76.5	60.5	61.2	56.0	71.2	53.8	34.4	50.6
New Brunswick									
5—Moncton.....	82.6	76.4	a 56.8	50.8	49.7	72.5	52.1	36.3	49.3
6—Saint John.....	83.4	78.2	a 60.0	58.8	54.4	74.5	52.5	35.9	47.5
Quebec—									
7—Chicoutimi.....	101.7	99.0	64.8	53.8	53.0	58.2	52.7	34.8	47.8
8—Hull.....	78.7	77.6	a 55.3	54.4	45.5	63.4	47.7	29.3	51.0
9—Montreal.....	96.3	92.4	a 55.4	56.9	48.7	68.1	50.6	32.0	55.6
10—Quebec.....	96.4	91.7	a 49.7	49.3	51.1	56.6	45.3	29.3	51.7
11—Sherbrooke.....	86.6	84.4	a 59.8	59.5	47.3	64.2	52.7	31.2	47.2
12—Sorel.....	90.1	85.3	a 60.0	52.2	53.0	62.8	48.6	32.6	55.0
13—Three Rivers.....	96.0	86.5	52.0	48.4	44.1	63.3	49.9	33.0	56.9
Ontario—									
14—Brantford.....	79.1	75.6	59.7	56.9	49.9	71.0	45.3	34.6	48.4
15—Cornwall.....	74.7	72.6	a 51.0	a 53.6	40.9	67.7	51.0	31.5	51.4
16—Fort William.....	83.8	80.8	a 59.8	a 61.6	54.4	64.4	.....	34.4	59.0
17—Hamilton.....	84.7	80.9	58.9	59.1	50.6	73.7	45.8	35.0	51.5
18—Kirkland Lake.....	79.8	77.2	a 59.3	55.2	50.8	66.5	d 55.2	35.3	55.3
19—London.....	82.6	80.2	56.3	56.6	51.0	71.2	43.2	33.9	52.8
20—North Bay.....	72.5	72.5	a 54.6	51.7	48.0	68.3	42.0	33.4	51.2
21—Oshawa.....	77.2	76.3	54.6	54.3	47.5	65.4	40.6	34.0	48.1
22—Ottawa.....	83.2	79.6	58.2	57.7	46.3	70.7	d 49.1	32.4	50.3
23—Sault Ste. Marie.....	81.6	80.2	a 58.6	62.1	52.9	68.2	51.7	33.5	53.8
24—Sudbury.....	75.9	74.4	a 54.6	53.2	45.2	62.7	d 53.5	30.6	50.0
25—Toronto.....	85.1	80.7	59.0	58.8	48.0	70.8	41.1	33.7	48.4
26—Windsor.....	77.4	73.6	a 55.0	58.9	49.1	68.8	d 49.1	34.5	55.3
Manitoba—							d		
27—Winnipeg.....	81.9	76.3	57.5	55.8	50.9	63.7	d 52.4	34.5	50.9
Saskatchewan—			a						
28—Regina.....	79.8	75.7	a 57.5	59.1	49.2	63.5	51.6	33.6	52.3
29—Saskatoon.....	77.8	75.4	a 53.4	60.8	48.2	59.3	d 50.1	34.0	51.0
Alberta—							d		
30—Calgary.....	82.2	76.0	67.1	60.0	46.2	63.4	53.2	35.3	54.2
31—Edmonton.....	75.8	72.2	a 52.8	57.2	49.8	58.8	45.6	36.5	47.7
British Columbia—									
32—Prince Rupert.....	89.0	84.5	60.0	66.5	56.0	72.0	58.5	39.5	65.0
33—Trail.....	96.2	91.5	a 71.1	72.0	.....	73.5	63.3	38.8	62.3
34—Vancouver.....	94.3	85.4	66.4	65.5	56.9	72.8	d 57.0	37.5	57.3
35—Victoria.....	96.8	89.3	66.5	67.2	61.5	71.8	55.1	37.2	56.2

FOODS AND COAL BY CITIES, FEBRUARY, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain, white wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry with pectin, per 32 oz. jar	Eggs, fresh, Grade "A", large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8.6	12.0	20.7	11.9	62.2	76.4	32.0	78.9
P.E.I.—									
2—Charlottetown.....		8.4	13.6	19.1	11.2	53.0	52.4	17.0	70.4
Nova Scotia—									
3—Halifax.....	72.9	8.2	12.8	18.4	9.6	50.0	^R 56.8	20.5	72.0
4—Sydney.....	74.8	8.4	14.0	19.2	10.9	50.2	^R 64.1	22.0	73.6
New Brunswick—									
5—Moncton.....		8.1	12.0	18.3	10.4	50.0	^R 59.2	20.0	70.5
6—Saint John.....	74.3	8.0	12.7	18.7	10.1	48.9	^R 61.5	21.0	71.5
Quebec—									
7—Chicoutimi.....	101.0	8.1	15.2	19.0	10.9	53.4	^R 60.0	20.0	64.4
8—Hull.....		7.2	12.0	17.2	10.3	47.2	58.9	22.0	65.7
9—Montreal.....	86.0	7.5	12.0	17.4	9.4	50.7	58.8	20.0	65.1
10—Quebec.....	86.6	7.2	12.0	18.2	9.9	51.5	57.7	20.0	67.0
11—Sherbrooke.....	87.0	7.7	12.4	18.3	9.7	49.1	^R 59.1	20.0	64.9
12—Sorel.....	88.5	7.5	12.0	17.7	10.0	46.8	^R 54.4	19.0	65.8
13—Three Rivers.....		7.4	11.3	17.4	10.5	49.8	^R 58.9	19.0	64.3
Ontario—									
14—Brantford.....	79.4	7.7	12.0	17.5	9.9	45.2	54.8	21.0	67.0
15—Cornwall.....		7.3	12.0	18.0	10.3	48.0	^R 55.8	19.0	67.3
16—Fort William.....		7.2	13.3	18.8	11.4	54.4	^R 56.0	23.0	66.5
17—Hamilton.....	88.3	7.8	12.0	17.4	10.2	46.8	^R 57.2	22.0	68.2
18—Kirkland Lake.....	89.3	8.0	11.3	18.9	11.3	51.0	58.6	25.0	69.0
19—London.....	88.3	7.5	12.0	17.4	10.2	46.5	^R 51.8	21.0	67.2
20—North Bay.....	80.2	7.9	12.7	19.5	11.3	50.8	^R 58.8	22.0	68.6
21—Oshawa.....		7.6	12.0	17.1	10.0	46.8	56.8	21.0	67.2
22—Ottawa.....	79.5	7.6	12.0	17.7	10.4	49.6	58.5	21.8	66.9
23—Sault Ste. Marie.....	85.7	7.8	13.3	18.9	11.1	49.1	59.8	23.0	69.5
24—Sudbury.....	76.7	8.0	12.7	18.3	11.0	48.2	57.9	23.0	68.8
25—Toronto.....	84.4	7.6	12.0	17.3	10.0	45.8	^R 55.1	22.0	67.6
26—Windsor.....	80.4	7.6	12.0	17.8	10.8	48.6	^R 56.1	22.0	68.2
Manitoba—									
27—Winnipeg.....	79.4	7.1	14.0	17.8	12.9	^t 66.2	^R 50.9	20.0	65.7
Saskatchewan—									
28—Regina.....	73.1	7.2	12.8	18.8	13.0	^t 61.8	48.0	20.0	61.9
29—Saskatoon.....		7.0	12.0	17.6	14.0	^t 62.4	^R 48.0	20.0	66.0
Alberta—									
30—Calgary.....	83.5	7.2	12.8	18.1	12.3	^t 59.4	^R 49.4	21.0	66.9
31—Edmonton.....	72.5	7.2	12.0	17.7	12.1	^t 62.5	^R 47.9	20.0	68.8
British Columbia—									
32—Prince Rupert.....	92.0	8.0	15.0	18.7	11.5	^t 62.2	^R 59.1	31.0	70.5
33—Trail.....	92.8	7.5	16.0	18.4	12.1	^t 64.9	59.5	25.0	68.9
34—Vancouver.....	82.2	7.3	14.9	17.8	10.1	^t 58.3	^R 55.1	21.8	69.5
35—Victoria.....	90.2	7.5	14.9	17.9	10.5	^t 58.8	^R 59.6	24.0	70.0

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, tancy pink per ½ lb. flat	Orange juice, unsweetened per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			Oranges California, 28½¢, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
St. John's	36.2	34.2	.....	34.2	.....	16.3	50.8	32.6	24.1	24.7	45.3
P.E.I.—											
2—Charlottetown.....	37.3	.....	19.5	29.5	28.2	18.4	21.9	29.0	22.4	22.0	38.1
Nova Scotia—											
3—Halifax.....	35.5	39.6	19.3	27.8	24.7	16.7	22.4	28.4	23.0	21.7	35.7
4—Sydney.....	37.0	36.2	17.5	28.5	26.7	17.7	23.1	29.8	22.5	21.7	40.2
New Brunswick—											
5—Moncton.....	34.8	38.3	19.7	28.7	26.7	15.5	22.3	28.8	22.8	19.6	37.8
6—Saint John.....	36.3	38.9	19.7	28.7	26.5	16.3	21.2	28.0	22.9	20.1	37.8
Quebec—											
7—Chicoutimi.....	36.9	.....	19.1	34.3	27.5	18.4	.....	27.4	22.3	20.7	37.8
8—Hull.....	33.1	.....	16.6	28.4	26.2	14.9	20.2	25.9	19.7	18.2	32.4
9—Montreal.....	34.7	.....	17.4	28.4	26.2	15.7	20.5	23.2	21.1	19.9	33.3
10—Quebec.....	34.8	.....	18.6	28.7	26.7	16.0	20.3	25.8	21.7	19.1	34.5
11—Sherbrooke.....	35.0	.....	18.0	30.2	25.2	15.8	21.0	24.2	22.7	20.7	37.2
12—Sorel.....	32.7	.....	17.2	29.4	27.0	15.4	22.6	25.3	18.6	18.8	37.8
13—Three Rivers.....	34.3	.....	17.5	28.4	26.4	17.1	24.0	24.5	21.5	20.7	35.1
Ontario—											
14—Brantford.....	33.5	38.8	17.6	28.2	24.4	16.2	21.3	26.3	20.3	18.2	33.6
15—Cornwall.....	34.5	38.2	18.0	28.7	26.9	15.5	20.2	25.1	19.7	19.5	32.7
16—Fort William.....	36.2	39.1	15.5	27.4	26.1	16.3	20.9	28.0	21.5	19.7	39.6
17—Hamilton.....	34.1	39.3	18.1	28.5	25.1	16.0	21.1	25.8	20.5	18.5	36.3
18—Kirkland Lake.....	35.0	38.6	19.1	29.2	26.8	18.9	22.6	26.2	.....	20.7	37.5
19—London.....	33.5	39.0	18.8	28.8	26.8	16.2	19.7	25.2	21.2	18.4	31.5
20—North Bay.....	36.0	38.7	18.5	28.4	31.8	16.2	.....	25.8	22.6	19.5	35.1
21—Oshawa.....	32.8	39.6	18.4	27.0	.....	15.1	21.2	25.6	20.6	17.3	34.8
22—Ottawa.....	34.5	38.9	17.7	28.2	26.1	15.6	21.4	24.6	21.9	18.0	32.4
23—Sault Ste. Marie.....	35.7	38.5	18.2	29.2	26.7	16.7	.....	27.2	21.8	18.8	33.3
24—Sudbury.....	34.2	37.8	18.4	27.6	27.5	16.4	.....	27.0	21.0	19.1	33.3
25—Toronto.....	33.2	39.2	17.7	27.2	24.0	15.4	20.3	25.3	20.6	17.6	31.8
26—Windsor.....	35.1	39.0	18.6	29.2	26.2	16.0	20.7	24.9	18.9	17.5	35.7
Manitoba—											
27—Winnipeg.....	35.1	40.0	14.9	28.7	25.2	16.1	22.4	28.9	22.2	19.9	39.9
Saskatchewan—											
28—Regina.....	36.1	40.5	13.9	30.8	25.0	17.5	24.2	30.9	22.6	22.1	38.4
29—Saskatoon.....	34.8	40.6	12.9	29.2	24.9	17.9	23.4	30.3	23.2	21.8	41.7
Alberta—											
30—Calgary.....	33.6	39.4	13.0	29.8	25.2	16.5	25.6	32.4	21.6	23.1	35.7
31—Edmonton.....	35.1	40.5	13.6	30.3	24.7	17.9	24.1	30.9	22.5	23.0	38.4
British Columbia—											
32—Prince Rupert.....	37.2	39.4	14.6	30.8	27.5	18.8	23.0	32.9	m 20.8	m 20.8	39.3
33—Trail.....	36.0	38.8	16.3	32.7	26.0	19.8	26.1	33.2	m 21.0	m 22.1	38.4
34—Vancouver.....	35.6	39.7	16.3	27.1	24.1	16.5	24.2	29.9	m 19.6	m 18.6	35.1
35—Victoria.....	36.0	38.4	16.7	27.4	23.4	17.0	21.5	29.6	m 19.2	m 18.4	31.2

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including

FOODS AND COAL BY CITIES, FEBRUARY 1953

Bureau of Statistics

Locality	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. p.g.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. p.g.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	Anthracite, per ton	Bituminous, per ton
Newfoundland—									
1—St. John's.....	32.3	66.5	11.1	32.9	26.3	61.6	124.1	.....	23.04
P.E.I.—					n		v		
2—Charlottetown.....	24.0	44.1	10.0	26.7	26.6	46.4	115.5	.....	17.25
Nova Scotia—					n				
3—Halifax.....	21.3	48.5	8.6	27.8	24.8	45.8	112.1	.....	19.31
4—Sydney.....	25.6	51.3	8.9	28.9	26.6	46.7	117.8	.....	13.35
New Brunswick—					n				
5—Moncton.....	21.9	46.3	9.7	26.1	25.0	48.0	108.5	.....	18.75
6—Saint John.....	21.9	46.7	9.2	27.7	27.1	47.8	113.7	.....	20.60
Quebec—					n		v		
7—Chicoutimi.....	18.8	53.5	12.7	28.0	27.8	56.8	113.0	29.50	.....
8—Hull.....	18.8	49.0	10.0	26.3	24.4	52.5	111.1	28.50	.....
9—Montreal.....	17.9	47.4	10.3	28.5	25.1	54.0	106.0	29.36	.....
10—Quebec.....	17.7	46.4	10.3	27.5	25.5	54.9	109.3	28.88	.....
11—Sherbrooke.....	18.2	46.2	9.6	28.7	24.7	56.1	109.3	28.25	.....
12—Sorel.....	17.6	52.2	12.4	26.7	22.4	53.1	109.0	26.83	.....
13—Three Rivers.....	18.3	48.7	10.4	27.1	24.3	54.8	109.0	27.80	.....
Ontario—					n				
14—Brantford.....	18.7	55.1	8.6	29.2	23.3	51.7	102.2	27.50	.....
15—Cornwall.....	18.7	48.2	9.5	27.4	23.7	54.1	107.9	29.75	.....
16—Fort William.....	20.3	63.0	9.9	24.8	25.2	52.0	103.8	26.32	.....
17—Hamilton.....	19.1	50.4	8.8	28.9	23.0	54.1	104.2	26.56	.....
18—Kirkland Lake.....	19.8	60.6	11.8	28.2	27.0	56.2	99.2	33.38	.....
19—London.....	19.0	50.7	9.3	27.8	22.8	52.5	103.3	26.75	.....
20—North Bay.....	20.3	55.2	8.8	.....	22.5	53.7	116.0	29.75	.....
21—Oshawa.....	19.3	47.3	8.7	26.6	23.0	54.7	102.2	27.75	.....
22—Ottawa.....	19.1	50.2	10.6	27.8	25.8	52.9	104.4	28.50	.....
23—Sault Ste. Marie.....	19.6	60.7	9.3	28.6	24.2	54.7	103.7	25.50	.....
24—Sudbury.....	19.1	56.8	9.8	25.3	25.3	52.8	101.5	29.25	.....
25—Toronto.....	18.8	53.8	8.6	27.8	24.4	52.3	101.2	25.12	.....
26—Windsor.....	19.1	54.2	8.5	29.8	24.4	52.1	104.4	26.00	.....
Manitoba—					n				
27—Winnipeg.....	19.7	55.1	11.1	28.2	26.2	48.9	100.1	.....	20.95
Saskatchewan—									
28—Regina.....	22.4	43.2	11.6	25.5	27.4	50.2	102.0	.....	18.30
29—Saskatoon.....	22.3	56.4	12.0	27.5	26.6	47.1	97.6	.....	17.71
Alberta—					n				
30—Calgary.....	23.7	50.0	11.4	26.1	25.2	49.8	99.2	.....	.....
31—Edmonton.....	23.2	49.3	11.4	28.6	25.5	50.1	104.5	.....	8.25
British Columbia—									
32—Prince Rupert.....	25.5	65.6	10.6	27.0	28.2	52.2	100.3	.....	22.90
33—Trail.....	25.0	52.6	9.8	26.8	26.4	52.2	98.0	.....	19.25
34—Vancouver.....	20.3	59.2	9.8	25.5	23.5	48.7	96.7	.....	20.41
35—Victoria.....	20.9	58.1	10.3	27.2	24.3	47.8	100.8	.....	22.00

cuts with bone in. (c) Including cuts with hook-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk, 17-5c per 16 oz. tin. (k) California. (m) 15 oz. tin. (n) Mixed—California and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City		105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January 1952	August 1947	1949	1938	1935	June, 1914	June-Aug. 1939	1938	1936-39 1949=1000	1st quarter 1949=1000
1922	(a) 120.4	(b) 119.7		(c) 133	(d) 185				(e) 164		110.1	(f) 1150	
1926	121.8	126.4		(c) 172	176				162	125	106.3		
1929	121.7	122.5		(c) 164	176				161	118	106.6		
1930	94.4	92.4		(c) 140	151				131	99	93.2		
1933	101.5	99.4		(c) 158	178	(g) 108			138	103	99.9	1029	748
1939	105.6	100.2	100.0	(c) 184	205	129			153	113	103.4	1051	782
1940	111.7	105.2	104.4	(c) 199	226	150			174	138	108.2	1111	810
1941	118.9	119.1	109.1	(c) 201	295	285			207	279	128.8	1270	872
1944	118.5	128.6	213.5	(c) 203	295	393			209	293	132.2	1270	884
1945	123.6	139.5	266.7	(c) 203	291	645			208	287	134.1	1278	891
1946	135.5	159.6	300.3	(c) 203			45.5		217	270	139.7	1309	919
1947	150.0	171.9	318.9	(c) 108	99	1332			224	281	147.8	1392	992
1948	160.8	171.9	336.0	(c) 111	(p) 100	1818	48.7		(e) 150.1	293	153.2	1528	1009
1949	166.5	171.9	356.2	(c) 114	(p) 101	1945	48.9		172.4	293	159.3	1669	1066
1950	184.5	185.6	401.0	(c) 124	(p) 109	130.1	53.20		(e) 150.7	319	171.0	1906	1183
1951	191.5	189.1	440.4	(c) 132		145.9	53.69		170.5	331	181.6		
1952—January	190.8	187.9	444.9	(c) 100.1	114	148.5	(k) 54.99		170.8	329	181.9	2366	1353
February	189.1	188.0	448.8	(c) 100.6		148.1	(k) 54.95		170.8	326	182.1		
March	188.7	188.7	451.3	102.2		146.6	55.01		170.8	325	182.9		
April	186.7	189.0	457.8	115		144.5	55.22		170.8	322	183.5		
May	186.7	189.0	463.9	103.9		143.1	55.59		171.3	321	185.1	2488	1270
June	187.3	189.6	468.9	103.8		142.8	55.72		170.8	320	184.4		
July	188.0	190.8	464.8	103.8	122	144.8	55.72		171.3	320	185.4		
August	187.6	191.1	466.6	103.2		145.7	55.75		171.3	317	185.3		
September	186.5 (s) 116.1	190.8	464.1	103.0		144.8	56.15		171.3	316	186.3	2524	1384
October	185.0 (s) 116.0	190.9		103.9		145.9	56.15		171.6	298	191.4		
November	184.8 (s) 116.1	191.1		103.8	123	144.4	56.31	(k) 224.3	171.2	298	191.4		
December	184.2 (s) 115.8	190.7		104.5		145.4			171.2		190.6		
1953—January	184.4 (s) 115.7	(t) 114.1	145.6			146.0					189.5		
February	184.9 (s) 115.5	(t) 113.9				146.0							

(a) First week of month. (b) Middle of year. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100 beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) June, 1947 average is for first half of year. (h) Years 1914-47 on base July 1914 = 100. (i) Series on June, 1947 base. (j) Revised index. (k) Annual averages 1926-46 are on base July, 1914 = 100. (l) Annual averages 1938-1950 are on base 1935 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938-1950 are on base 1935 = 100. (r) New series on base 1949 = 100. (s) New series on base 1947-49 = 100. (t) New series on base 1947-49 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Jan. 1952	Dec. 1952	Jan. 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	211.2	240.2	236.8	221.2	221.5
I. Vegetable Products.....	79.8	175.6	135.7	81.4	89.1	202.0	218.6	220.2	202.7	202.0
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	251.3	297.7	282.2	237.4	239.3
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	236.7	265.9	266.4	241.4	240.3
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	258.3	268.5	294.6	231.2	231.1
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	183.6	208.7	218.6	221.4	221.5
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	159.5	180.6	180.9	167.7	169.6
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	164.8	169.8	173.8	174.9	175.3
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	157.8	187.3	188.8	176.1	177.0
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	212.8	237.9	233.3	210.1	209.4
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	211.0	242.4	239.7	228.1	229.0
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	249.9	289.8	289.3	288.7	289.3
Residential Building Materials.....			112.4	89.0	102.3	242.7	286.2	287.9	283.8	283.7
Canadian Farm Products Total.....			140.8	69.3	92.6	236.7	268.6	271.5	222.3	219.9
Field.....			137.2	69.3	83.7	101.9	200.4	224.8	176.4	173.4
Animal.....			144.4	69.2	101.5	281.4	336.9	318.2	268.3	266.4

† Gold is included from 1935 to date.

* Arithmetically converted from base 1926 = 100.
The indexes for 1952 and 1953 are subject to revision.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY,
1952-1953†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
Cumulative totals.....	25		4,584		54,827	0.03
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
Cumulative totals.....	25		17,768		118,748	0.07

*Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to February, 1953				
MINING— Copper refiners, Montreal, P.Q.	1	200	4,000	Commenced July 14, 1952; for a union agreement; untermintated.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Rayon factory workers, Louiseville, P.Q.	1	460	2,000	Commenced March 10, 1952; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; terminated by February 9; replacement and partial return of workers; in favour of employer.
Clothing and hosiery factory workers, Montreal, P.Q.	2	490	9,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; untermintated.
<i>Miscellaneous Wood Products—</i> Wood furniture factory workers, Durham, Ont.	1	60	800	Commenced July 21, 1952; for a union agreement providing for increased wages, union security, two week's vacations with pay and pay for seven statutory holidays following reference to conciliation board; terminated by February 18; replacement and partial return of workers; in favour of employer.
<i>Metal Products—</i> Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; work resumed at one establishment January 30; untermintated.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Fort William, Ont.	1	28	250	Commenced December 17; 1952; for a new agreement providing for increased wages retroactive to Apr. 1, 1952; untermintated.
TRADE— Coal handlers, Montreal, P.Q.	1	24	310	Commenced January 8; <i>re</i> number of men required on conveyor belt following reference to arbitration board; terminated February 16; return of workers; in favour of employer.
SERVICE— <i>Business and Personal—</i> Valet service store workers, Oshawa, Ont.	1	6	40	Commenced January 28; for a union agreement providing for increased wages; terminated by February 11; replacement and return of workers; in favour of employer.
Strikes and Lockouts Commencing During February, 1953				
MINING— Coal miners, New Waterford, N.S.	1	1,200	1,200	Commenced February 3; dispute <i>re</i> long wall working conditions following breakdown of conveyor belt; terminated February 4; return of workers pending reference to umpire; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During February, 1953—Continued				
Coal miners, Thorburn, N.S.	1	190	380	Commenced February 22; protesting dismissal of seven miners for violating safety rule in riding coal trip; terminated February 24; return of workers pending negotiations; indefinite.
Iron ore miners, Bell Island, Nfld.	1	452	452	Commenced February 26; protest against temporary shift of workers to jobs in other classifications; terminated February 26; negotiations; in favour of employer.
Coal miners, loaders, New Waterford, N.S.	1	30	50	Commenced February 26; protesting low pressure on conveyor belt; unternminated.
MANUFACTURING— Metal Products— Machinery factory workers, Toronto, Ont.	1	187	1,000	Commenced February 20; alleged violation of seniority in transfer of workers to lower-rated jobs; terminated February 27; return of workers pending reference to arbitration; indefinite.
Machinists and moulders, Vancouver, B.C.	1	59	250	Commenced February 23; for a new agreement providing for increased wages and payment of one-half premium for medical service plan following reference to conciliation board; unternminated.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway— Truck drivers, Windsor, Ont.	1	21	75	Commenced February 9; dispute <i>re</i> interpretation of certain clauses in agreement; terminated February 12; conciliation; compromise.
Miscellaneous— Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	2,750	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; unternminated.
TRADE— Laboratory supplies ware- housemen, Vancouver, B.C.	1	6	9	Commenced February 16; for a union agreement providing for increased wages and date of agreement following reference to conciliation board; terminated February 17; negotiations; compromise.
SERVICE— Business and Personal— Garage workers, Saint John, N.B.	1	22	396	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; unternminated.
Garage workers, Courtenay, B.C.	1	6	15	Commenced February 12; for a union agreement; terminated February 14; negotiations; in favour of workers.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The regular labour market analyses conducted by the Department of Labour in the postwar years indicate that the percentage ranges mentioned are usually symptomatic of the differing labour market situations designated in the above categories.

Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented

by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets. The behaviour of workers and employers in this market differs in a great many respects from that of sellers and buyers in other markets. Workers are often influenced by other than purely monetary considerations. The hiring and wage policies of employers differ significantly from their practices with respect to other purchases. Flexibility of prices characteristic of many other markets is not at all common in the case of most wage rates.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the map chart on page 507 and in the listing opposite the map.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general, the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapscal, Chandler, Gaspé, Matane and New Richmond; Ottawa-Hull includes Ottawa, Hull and Maniwaki; Toronto includes New Toronto, Toronto and Weston; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 115 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.



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